Wed, 01/29/2025 12:14:40 PM SERB

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AGREEMENT

BETWEEN THE

GREENFIELD EXEMPTED VILLAGE

EDUCATION ASSOCIATION

and the

GREENFIELD EXEMPTED VILLAGE

BOARD OF EDUCATION

2024-2027

Wed, 01/29/2025 12:14:40 PM SERB

TABLE OF CONTENTS

Page No.

INTRODUCTION 1

PREAMBLE 1

ARTICLE 1 – RECOGNITION 2

ARTICLE 2 – PRINCIPLES 2

ARTICLE 3 – NEGOTIATION PROCEDURES 2

ARTICLE 4 – GRIEVANCE PROCEDURE 5

ARTICLE 5 – ASSOCIATION RIGHTS 7

ARTICLE 6 – LEAVES 8
- 6.01 Sick Leave 8
- 6.02 Unpaid Leave 10
- 6.03 Child Care 11
- 6.04 Association Leave 11
- 6.05 Professional Leave 12
- 6.06 School Assignment Leave 12
- 6.07 Personal Leave 13
- 6.08 Assault Leave 14
- 6.09 Jury Duty Leave 14
- 6.10 Family and Medical Leave 15
- 6.11 General Provisions for Extended Leaves 15

ARTICLE 7 – TEACHER RIGHTS AND RESPONSIBILITIES 16
- 7.01 Teacher Facilities/School Property/Supplies and Materials 16
- 7.02 Normal Teaching Duties 17
- 7.03 Teacher In-Service 21
- 7.04 Health and Safety 21

ARTICLE 8 – EMPLOYMENT PROCEDURES 22
- 8.01 Performance Evaluation 22
- 8.02 Personnel File 23
- 8.03 Contract Termination and Non-Renewal 24
- 8.04 Employment of Retired Teachers 25
- 8.05 School District Drug Testing 27

ARTICLE 9 – SALARY AND FRINGE BENEFITS 29
- 9.01 Salary and Index 29
- 9.02 Supplemental Pay Schedule and Bonus 31
- 9.03 Insurance 34
- 9.04 Severance Pay 39
- 9.05 Travel Allowance 39

Wed, 01/29/2025 12:14:40 PM SERB

9.06 Teachers Acting as Substitutes 39
9.07 STRS Pick-Up Utilizing the Salary Reduction Method 40
9.08 Liability Insurance 40
9.09 I.E.P./I.A.T./504 Conferences 40
9.10 Tuition Reimbursement 40
9.11 Tuition Free Attendance for Children of Employees 41
9.12 Attendance Bonus 41

ARTICLE 10 – PAYROLL 42
10.01 Payroll Stipulations 42
10.02 Payroll Deductions 42
10.03 Direct Deposit 43

ARTICLE 11 – TRANSFERS AND VACANCIES 43
11.01 TRANSFERS 43
11.02 VACANCY 44
11.03 Transfer and Vacancy Conference 45
11.04 Determination of Transfer and Vacancy 45

ARTICLE 12 – REDUCTION IN FORCE 45

ARTICLE 13 – TEACHER CONTRACTS 48
13.01 Individual Contract Specifications 48
13.02 Multi-Year Contracts 48
13.03 Resignation 49
13.04 Contract Rights 49
13.05 Contract Sequence 49

ARTICLE 14 – SCHOOL CALENDAR, SCHOOL YEAR AND SCHOOL DAY 49

ARTICLE 15 – PUBLIC COMPLAINT PROCEDURE 50

ARTICLE 16 – PRINTING OF THE CONTRACT 50

ARTICLE 17 – GENERAL PROVISIONS 51

ARTICLE 18 – BETTER WAY COMMITTEE 51

ARTICLE 19 – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE 52

ARTICLE 20 – DURATION 54

APPENDIX A – 2024-2025 SALARY SCHEDULE 55

APPENDIX B – 2025-2026 SALARY SCHEDULE 56

APPENDIX C – 2026-2027 SALARY SCHEDULE 57

APPENDIX D – INSURANCE BENEFITS 58

APPENDIX E – IMPROVING COMMUNICATIONS 59

Wed, 01/29/2025 12:14:40 PM SERB

APPENDIX F – GRIEVANCE REPORT FORM 60

Wed, 01/29/2025 12:14:40 PM SERB

INTRODUCTION

The Board of Education and the Greenfield Exempted Village Education Association recognize that mutual understanding and cooperation is required to ensure a professional working relationship and trust between the parties. Each party recognizes that the other party has an important role and stake in the educational outcomes of the students, the satisfaction of the teaching staff, and the overall educational programs of the district. The Board and the Association have agreed to continue to work together during the term of this Agreement with the intention of solving common problems on the basis of principle instead of power, and will continue to resolve issues from the perspective of an open mind and in the spirit of cooperation. The Board recognizes a healthy and vital Association is needed to effectively address issues of mutual concern, and will work with the Association in those coalitions where their mutual interests can be achieved. The parties recognize that maximum improvement of the educational program in the Greenfield Exempted Village School District requires their continued cooperative relationship.

PREAMBLE

Professional negotiations has been defined as a set of procedures, written and officially adopted by the local staff organization and the school board, which provides an orderly method for the school board and staff organization to negotiate in good faith on matters of concern, to reach agreement on these matters, and to establish educational channels for mediation and appeal in the event of an impasse.

Recognizing that providing a high-quality education for the students of the Greenfield Exempted Village Schools is the paramount aim of this school district, and that good morale of the teachers is necessary for the best education of the students, we do hereby declare that:

A. The Board of Education, under law, has the final responsibility of establishing policies for the school district.

B. The Superintendent and his staff of building administrators have the responsibility of carrying out the policies established.

C. The professional teaching personnel have the ultimate responsibility of providing the best possible education in the classroom.

D. Any provision of this agreement will not deny any organization or person his individual right to be heard collectively or individually through the accepted administrative channels of the Association or the school system administration.

Wed, 01/29/2025 12:14:40 PM SERB

ARTICLE 1 – RECOGNITION

1.01 The Board of Education of the Greenfield Exempted Village School District, hereinafter referred to as the "Board," recognizes the Greenfield Exempted Village Education Association, an affiliate of the Ohio and National Education Associations, hereinafter referred to as the "Association," as the sole and exclusive bargaining representative, for all full-time or regular part-time certificated personnel under contract as classroom teachers, librarians, guidance counselors, or school nurses, and the Athletic Director, if the Athletic Director does not hold administrator certification/licensure and is either directly involved in formal classroom instruction or is providing educational support services as a librarian, guidance counselor or school nurse, but excluding all supervisors, management level employees, substitute teachers, tutors, athletic directors, and casual employees paid on an hourly rate of pay basis, and all other employees of this District.

1.02 All bargaining unit employees shall be collectively referred to in this Agreement as "teachers."

1.03 No teacher shall be required to be or to remain a member of the Association, nor shall any be discriminated against in any manner because he/she is or is not a member thereof.

1.04 Any teacher may confer with members of the administration or make a presentation before the Board in accordance with the Board's policy of his/her own individual problem except when such matter is the subject of negotiation with the Association, and provided the solution of the problem does not affect other teachers.

ARTICLE 2 – PRINCIPLES

2.01 Attainment of objectives for the educational program of the Greenfield Exempted School District requires understanding and cooperation among the Board, the Superintendent, the Superintendent's staff, and the teacher personnel. Therefore, free and open exchange of views is desirable and necessary with all parties participating in deliberations leading to determination of matters of concern.

2.02 Teaching is a profession requiring the possession of specialized professional qualifications, and the success of the educational program depends on the services of qualified and competent teachers who are satisfied with the conditions under which their services are performed.

ARTICLE 3 – NEGOTIATION PROCEDURES

3.01 The Board and the Association shall have the right of free choice in designating representatives for the purpose of conducting negotiations provided that neither party shall have more than five (5) persons on its team. The negotiation teams

may utilize competent professional and/or lay representatives to consider any matter under discussion and to make suggestions. Such consultants may attend negotiating meetings upon the invitation of either party provided that the other party is informed that such consultants will be present.

3.02 Either the Association or the Board may initiate negotiations by submitting a notice to negotiate no sooner than one hundred twenty (120) calendar days but no later than sixty (60) calendar days prior to the expiration of the contract. If notice is from the Association, it shall be served on the Superintendent. If notice is from the Board, it shall be served on the Association President.

3.03 A mutually convenient meeting shall be held no later than twenty (20) days after the service of the original notice unless both parties agree to a later date. All meetings shall be in closed session. Both the Board and the Association shall submit all of their proposals in writing at no later than the first negotiations session.

3.04 In the event that neither party requests negotiations during the notice period above, the Agreement shall not terminate on its expiration date but will be automatically extended for a period of one additional year.

3.05 Subject Matter for Negotiations

All matters pertaining to wages, hours, or terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement, except as prohibited by law. Except as specifically limited in this Agreement, nothing shall impair the right and responsibility of the Board to:

A. Determine matters of inherent managerial policy;

B. Direct, supervise, evaluate or hire employees;

C. Maintain and improve the efficiency and effectiveness of school operations;

D. Determine the overall methods, process, means, or personnel by which school operations are to be conducted;

E. Suspend, discipline, demote, or discharge for just cause, or layoff, assign, schedule, promote, transfer, or retain teachers;

F. Determine the adequacy of the work force;

G. Determine and take action to carry over the overall mission of the District;

H. Effectively manage the work force.

3.06 Release Time

Teachers may, with the approval of the Superintendent, be released from scheduled work assignments for the purpose of collective bargaining. Requests

for release time must be presented to the Superintendent as soon as possible in advance.

3.07 Exchange of Facts and Views

Facts, opinions, proposals and counter proposals will be exchanged freely between the parties in an effort to reach understanding and agreement. The teams shall be cloaked with the authority to bargain and reach tentative agreement.

3.08 Agreement

When tentative agreement is reached before the expiration date of the current collective bargaining agreement, it shall be reduced to writing and submitted for ratification to the Association. The Association shall ratify the tentative agreement at a general membership meeting. The meeting shall be announced in advance so that all teachers who are members of the Association shall have the opportunity to attend said meeting. Upon ratification, the Association President shall notify the Superintendent who shall then submit the ratified agreement to the Board for adoption.

3.09 Dispute Resolution Procedure

In the event agreement is not reached after forty-five (45) days from the filing of the Notice to Negotiate, either party shall have the right to request the assistance of a Mediator from the Federal Mediation and Conciliation Service (FMCS) and such request shall be deemed a joint request. In the event that the services of a Mediator are called upon, the mediation process shall last for a minimum of ten (10) days or until the expiration date of the Agreement, whichever is later.

3.10 Assistance of Administration

A. The Superintendent shall provide all school records and data of a public nature, particularly in regard to the financial situation, to the Association's negotiating committee.

B. The Superintendent shall make available school duplicating equipment and necessary liquids for use by the Association's negotiating committee, provided the Association furnishes other materials and labor and does not interrupt regular school routine.

3.11 No Strike Clause

There shall be no strike, sympathy strike, work stoppage, walkout, slowdown or any other kind of concerted activity during the term of this Agreement. The Association, its officers, agents, representatives, members and all other employees covered by this Agreement shall not in any way directly or indirectly, authorize, assist, encourage, participate in, sanction, ratify, condone or lend support to any activity in violation of this clause.

Wed, 01/29/2025 12:14:40 PM SERB

ARTICLE 4 – GRIEVANCE PROCEDURE

4.01 Definition of a Grievance

A grievance is a claim whereby one or more teachers allege a misinterpretation, misapplication or violation of any written provision in this agreement.

4.02 A grievance procedure is a method by which a teacher or group of teachers can present a complaint, problem or dispute without fear of reprisal and obtain a fair hearing at progressively higher levels as needed.

4.03 The aggrieved may be one or more teachers having a grievance; or it may be the Association Grievance Committee as the Committee of Interest.

4.04 A class action grievance may be filed by the Association Grievance Committee as the Committee of Interest upon approval by grieved party or parties, if the grievance affects three (3) or more teachers within the District or three (3) or more teachers within a building equally, and may be filed at Level 3, if Levels 1 and 2 are not appropriate.

4.05 The party of interest is the party or parties with whom the aggrieved has a grievance.

4.06 A grievance shall be filed within fifteen (15) days of the time the grievant becomes aware of the action giving rise to the grievance. For purposes of this fifteen (15) days requirement, days shall not include Saturdays, Sundays, calamity days, holidays on the school calendar, or winter break on the school calendar.

The number of days at each level shall be considered a maximum and every effort shall be made to expedite the process.

4.07 Representation of the aggrieved may be by a member(s) of the Association chosen by the aggrieved, the aggrieved's legal counsel or any other person(s) of his/her choosing. The party of interest may be represented by legal counsel or any other person(s) of his/her choosing.

4.08 Rights and Restrictions

Nothing contained in this procedure shall be construed as limiting the right of any teacher having a complaint or problem to discuss the matter with any appropriate member of the administration and having the complaint or problem adjusted without intervention and/or consultation of the Association, provided the adjustment is not inconsistent with the terms of a contract and further provided that no grievance may be appealed to Level 3 (arbitration) by a teacher who elects to process his or her own grievance without Association representation. In the event a teacher elects to process a grievance without Association representation, the teacher shall first notify the Association in writing that representation is being waived. Such notice shall release the Association of any and all responsibility of

representation of the grievant with respect to the matter or matters raised in the grievance.

The Association is to receive a copy of all grievances filed and the resolution of all such grievances. The Association shall be notified of the time and place of all grievance hearings prior to their being held.

4.09 A grievance may be withdrawn at any level without prejudice.

4.10 Individual grievances may be filed at Level 3 if the parties agree that decision on the issue does not fall within the scope of authority attained at Level 1 and 2.

4.11 Time limits specified herein may be altered by written mutual agreement of both parties.

4.12 There will be no reprisals taken against any teacher for filing a grievance under this Agreement.

4.13 Purposes

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise. Both parties agree that these proceedings will be kept informal.

4.14 Procedure

Speedy disposition: Since it is important that grievances be processed as rapidly as possible, the number of days between each step shall not exceed the number stated on the following flow chart. After informal discussion of the grievance with the appropriate administrator, the following levels of processing a written grievance shall apply within the guidelines established under provisions above.

4.15 Grievance Procedure Flow Chart

A. Level 1 – Complainant files grievance with immediate supervisor (appropriate administrator) and the Association. Immediate supervisor gives written decision within five (5) work days.

B. Level 2 – Complainant files appeal within five (5) work days with Superintendent. The Superintendent holds hearing within thirty (30) calendar days and gives written decision within five (5) work days after the hearing.

C. Level 3 – The complainant may request an appeal to arbitration to the Association upon receipt of the decision from Level 2. The Association shall determine whether the grievance shall be filed for arbitration. The filing for arbitration shall be within thirty (30) calendar days of the receipt of Level 2 decision.

Wed, 01/29/2025 12:14:40 PM SERB

4.16 Important Items

All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the complainants.

4.17 The grievance procedure shall be capped with final and binding arbitration as provided for under the rules of the American Arbitration Association.

A. The arbitrator shall confine his/her consideration and deliberations to the issue(s) presented by the parties.

B. The arbitrator shall have no authority to base his/her decision on any information or arguments which were not presented by either party during the hearing or post-hearing briefs.

C. The arbitrator shall not have the authority to add to, subtract from, disregard or modify any terms of the written provisions of this agreement, nor shall he/she make any decisions in violation of the law.

D. The costs and expenses of the arbitrator and American Arbitration Association shall be shared equally by the Board and the Association.

ARTICLE 5 – ASSOCIATION RIGHTS

5.01 Use of School Facilities

The Board concurs that the act of recognition of the Association was and is inference that the uses of certain school facilities, as noted below, are open to the Association. The condition of this section shall in no way delete or alter present Board policy. The following facilities are therefore open to use by the Association.

A. Bulletin boards normally used for staff information, which are those bulletin boards in teacher-preparation rooms, lounges, offices, and other bulletin boards not normally viewed by students.

B. Faculty meetings for Association announcements with the meeting chairman's permission.

C. School distribution facilities to distribute Association material to teachers.

D. School buildings for meetings.

E. School reproducing and/or copying equipment. Scheduling will be arranged for those located in the principals' offices and Superintendent's office. Distributing and posting of materials. Any material appearing under the Association's letterhead shall be assumed to contain the opinions of the Association. Material shall be provided by the Association.

F. Intercom for making announcements or having announcements given for scheduled meetings or other related matters.

5.02 Notification of GEVEA Elections and Appointments

The Association shall notify the Treasurer of the Board of all elected officials of the Association within seven (7) days of such elections.

5.03 By October 1 of each school year, the District shall provide the Association president with a list of all bargaining unit members' names and email addresses. Home addresses and telephone numbers of members who have provided written consent to the District shall also be provided.

ARTICLE 6 – LEAVES

6.01 Sick Leave

A. Each full-time teacher shall be entitled to accumulate sick leave credit at a rate of one and one-fourth days for each completed month of service for a total of fifteen (15) days per year. Each teacher will be allowed to accumulate up to, but no more than, two hundred forty-five (245) days for the school year.

B. Each teacher shall be entitled to five (5) days of sick leave credit at the beginning of a school year regardless of whether or not the amount has been earned. Sick leave may be advanced to all school employees by the Treasurer not to exceed the number of days that reasonably may be earned during the remainder of the current school year.

C. Pursuant to the Ohio Law (ORC 3319.141), any teacher transferring to the employ of the Board shall be credited with the unused balance (not to exceed the maximum stated in provision 6.01(A) above), of that teacher's accumulated sick leave. This transfer shall be accomplished upon verification of the days accumulated from the proper public agency.

D. A teacher may be absent from duty with pay because of personal illness, injury or as a result of pregnancy, miscarriage, abortion, childbirth and recovery therefrom for a period not to exceed the total number of days of accumulated sick leave credit.

E. A teacher may be absent from duty with pay because of illness or injury in his or her immediate family. Immediate family shall include husband, wife, father, mother, sister, brother, father-in-law, mother-in-law, child, and grandparents. Such sick leave shall be limited to the maximum days of sick leave credit accumulated by the teacher.

F. A teacher may be absent from duty with pay because of death in his or her immediate family or member of the household. For the purpose of this

provision, immediate family shall include spouse, child, father, mother, brother, sister, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, uncle, aunt, niece, nephew, or other persons who assumed a similar position regardless of residence. Such sick leave shall be limited to five (5) school days for death of members of the immediate family or member of the household except for death of the teacher's spouse and/or child.

G. Teachers applying for sick leave in the above circumstances are required to sign a statement on a form provided, indicating the reason for the sick leave. This form is to be prepared upon return to duty from sick leave.

The Superintendent may, at his/her sole and absolute discretion, require a teacher to provide certification from a healthcare provider under the following circumstances:

- when a teacher has been absent for reasons of illness or injury for more than five (5) consecutive days; or
- when a pattern of sick leave taken by a teacher results in suspected abuse of such leave.

This certification must be signed by the teacher's or teacher's immediate family member's healthcare provider listing the name and address of the provider and the dates the provider was consulted. Nothing in this form shall be construed to waive physician-patient privilege. The employer may inquire of the provider if such consultation did, in fact, occur. Falsification of a statement is grounds for disciplinary action up to and including termination.

H. In unusual emergency cases not covered by provision 6.01 through 6.01(F) above, the Superintendent has the latitude to approve sick leave prior to the teacher being absent from duty. This decision shall be communicated directly to the teacher or through the usual administrative channels.

I. For circumstances not covered by the above sick leave policy provisions, sick leave shall be granted pursuant to Ohio law (ORC 3319.141). Any teacher who willfully abuses or misuses sick leave shall be subject to appropriate discipline up to and including termination. Additionally, such teacher will not be paid for the days that sick leave is abused or misused.

J. Subject to the limitations set forth below, each teacher may contribute one day of accumulated sick leave annually to a Catastrophic Illness/Injury Leave Bank. Contributions shall be made strictly on a voluntary basis.

Contributions to the Bank will be made by the teacher in writing prior to October 1.

Once made, contributions will be deducted from the teacher's accumulated sick leave and will not be re-credited to the teacher.

Wed, 01/29/2025 12:14:40 PM SERB

The Bank will not accumulate more than 240 days at any time.

The Bank will be operated by a committee no less than three nor more than five teachers appointed by the GEVEA. The committee will establish its own rules and procedures, copies of which shall be provided to the Treasurer. The committee will authorize the Treasurer to withdraw days from the Bank in writing.

The Bank will not authorize the use of "Bank days" until at least 24 days are in the Bank.

Teachers who have exhausted their accumulated sick leave may request the use of "Bank days" for absences due to their own catastrophic illness or injury or for the catastrophic illness of their spouses or dependent children unless such teachers are eligible for or have applied for disability retirement or other form of disability compensation. Decisions of the committee will be final and not subject to appeal under the grievance procedure.

Bank days will be paid at the recipient teacher's current daily rate of pay.

6.02 Unpaid Leave

A. Upon written request, a teacher shall be granted an unpaid leave of absence for personal illness, injury or disability. Unpaid leave shall be for a period not to exceed one (1) school year; however, upon subsequent request, such leave may be renewed by the Board for an additional school year. In addition to the above listed reasons, the Superintendent will have the authority to grant unpaid leave, which in his/her judgment is a viable reason. Teachers who are granted leave shall have the option of maintaining group health, prescription, drug, life, vision and dental insurance at their own expense at group rates. No sick leave shall be accumulated while on unpaid leave.

B. Application for Unpaid Leave

Application for leave shall be in writing 30 days prior to the beginning of said leave and shall contain a statement of the beginning and ending dates of the period of absence, and shall have attached thereto a statement by the teacher's attending physician giving the physician's name and address, the dates consulted, and the physician's opinion based upon the teacher's physical condition, of the beginning and ending dates of the period of leave. Such application may be amended as to the anticipated beginning and ending dates of leave at any time, whether before or after the commencement of the leave based upon changes in the teacher's condition by the filing of an amended application and statement of the teacher's attending physician.

Wed, 01/29/2025 12:14:40 PM SERB

C. Reinstatement Rights

If the teacher desires to return to active service prior to the stated date of the application for leave, the teacher shall notify the Superintendent in writing that an early return to service is requested, and the date upon which the teacher will return. The teacher shall be assigned to the same or a substantially equivalent position for which he/she is qualified not later than the commencement of the next grading period, and if such a position for which he/she is qualified is available before the commencement of the next grading period, he/she shall be assigned to it. A teacher's seniority will not be broken or interrupted by time spent on authorized unpaid leaves.

6.03 Child Care

Each teacher shall have the right for unpaid leave of absence for child care and adoption. This leave shall commence the day following the teacher's release from his/her doctor following childbirth or the date the child is placed under his/her care for purposes of adoption.

A. Child care leave shall be for the balance of the school year unless the teacher elects to return to work at the beginning of the second semester of the school year in which the leave is taken. Child care leave shall be for the entire following school year if the request is made after February 1. The teacher shall indicate when he/she expects to return to work when application is made.

B. If the teacher returns from child care leave at the beginning of the second semester, he/she will be reinstated to his/her former position; otherwise, he/she will be reinstated to a position for which he/she is certified. In cases of emergency, an employee may return to work at an earlier date during the school year with the approval of the Superintendent.

C. The teacher shall notify the Superintendent of his/her need for child care leave no later than 30 days in advance, or less in cases of emergency.

6.04 Association Leave

Twenty-five (25) teacher days per year for professional leave to be granted at the discretion of the Association with the following provisions:

A. Ohio Education Association Delegate Assembly, or other organization meetings affiliated with the Association to be included in this allotment, or grievance and impasse hearings. Not more than three (3) members of the bargaining unit may be granted leave at the same time.

B. Substitutes are to be provided by the Board and expenses are to be provided for meetings that would improve instructional abilities of teachers or would improve the education program of the District. NEA, OEA, and GEVEA delegate assemblies and business meetings are not included.

C. Prior approval by a designated Association representative and prior notice, as prescribed by Administration, to be given. Superintendent's formal approval needed.

6.05 Professional Leave

A maximum of one hundred fifty (150) additional days shall be available from July 1 to June 30 to be used for instructional and/or educational program improvement with the following provisions:

A. Related to areas of major teaching assignment as approved by Superintendent of Schools in advance.

B. Guidelines for types of meetings to be written by Administration and distributed to teachers, thereby giving them reasonable expectation of attendance when application is made.

C. Superintendent to equitably distribute days among the various levels and areas of instruction. Not more than three (3) members of the unit to be on leave at the same time. Unused professional leave days will be pooled at the end of the school year. Beginning May 1, the allotment of days will be posted for application.

D. Visitation to be included in 150 days.

E. Not included in the 150 days are those meetings that teachers are specifically directed to attend by Administration. The Board shall reimburse teachers for all fees and actual expenses paid in connection with Board directed attendance at conferences and workshops.

F. Members of bargaining unit only are to be considered as eligible within 150-day structure. (Administrative and supervisory personnel are excluded from 150 days.)

G. Substitutes are to be provided, and reasonable expenses are to be paid.

H. All expenses shall be borne by the Board up to a maximum of $100.00 per day.

I. The Board shall reimburse teachers for all fees and actual expenses paid in connection with approved attendance at conferences and workshops held outside of the school year, under the same guidelines as during the school year. Documentation of actual expenses shall be required for such reimbursement.

6.06 School Assignment Leave

A. School assignment leave is a period of time when a teacher is temporarily assigned to perform duties other than classroom instruction. The assignment may include, but is not limited to, observation of another teacher

or classroom, curriculum development, proctoring tests, or meetings which the teacher is directed to attend by Administration. Such assignment will only exceed the length of the school day (excluding travel time) with the agreement of the teacher so assigned, and shall be related to their current assignment.

B. School assignment leave is assigned at the discretion of Administration.

C. A substitute teacher will be provided, as needed, when a teacher is on school assignment leave.

6.07 Personal Leave

Personal leave may be used to conduct business or other activities that cannot be completed outside of the regular school hours.

A. Teachers shall be granted personal (special) leave not to exceed three (3) days per school year.

B. Personal (special) leave is non-cumulative and personal (special) leave days taken shall not be charged against sick leave.

C. Personal (special) leave shall be granted upon notification of the staff member subject to the following conditions:

1. Notification shall be given to the high school or elementary principal at least 48 hours in advance unless circumstances make it impossible to comply. In such event, said employee shall provide notification at the earliest possible time.

2. No more than two (2) elementary teachers (K-5) and no more than two (2) high school teachers (6-12) shall be on personal (special) leave per day. Emergency situations will be handled by the Superintendent. In May, no more than one (1) elementary teacher and no more than one (1) high school teacher shall be on personal (special) leave per day.

D. Personal (special) leave may not be used on the first day of school or a day immediately preceding or following a school vacation period. Exceptions or emergency situations will be handled by the Superintendent.

E. A personal (special) leave notification must be completed for each day of personal (special) leave use and be signed by the person requesting the leave.

F. Staff members requesting personal (special) leave will be notified by the high school or elementary principal 24 hours prior to commencement of leave that the request has been approved or disapproved.

G. Any unused personal days shall be converted to sick leave up to the maximum allowed sick leave accumulation effective at the beginning of the applicable school year, or in lieu of such conversion, the teacher may elect to be paid for any unused personal days at a rate of $200. Any employee who elects payment must notify the Treasurer in writing no later than June 15 for the preceding year. Payment to any electing teacher shall be made in a lump sum on or before the first regular payroll date in September, less applicable taxes and withholdings.

6.08 Assault Leave

A. The Board shall grant leave to an employee who is absent due to physical disability resulting from an assault which occurs in the course of Board employment. The employee will be granted up to twenty (20) working days assault leave. Thereafter, absence will be deducted from the employee's sick leave. During such leave, the employee will be maintained on full pay base regardless of other compensation.

B. Assault leave may not be granted under this policy unless the employee in question:

1. Has a signed, written statement on forms provided by the Board justifying the granting and use of assault leave.

2. Provides a certificate from a licensed physician stating the nature and duration of the disability and the necessity of absence from regular employment.

3. Agrees to file criminal prosecution against the person or persons involved.

C. Falsification of either the signed statement or the physician's (M.D.) statement shall be grounds for suspension or termination of employment.

D. A teacher returning to duty following assault leave shall be returned to the same position as was held at the time of the incident.

6.09 Jury Duty Leave

A. Teachers shall be given jury duty leave without deduction in pay whenever selected for jury duty. Vouchers received for jury duty will be cashed and turned over to the Treasurer of the school district.

B. Teachers shall not suffer any loss in Board contribution to retirement and fringe benefits for each school year through serving on jury duty.

C. When a teacher receives notice of jury duty selection, he/she must notify his/her building principal or his/her designee.

D. If the teacher determines that more than one day of jury leave is required, he/she must notify the building principal or his/her designee.

E. When the teacher knows what day he/she is to return to duty from jury duty service, he/she must notify the building principal or his/her designee.

6.10 Family and Medical Leave

A. All bargaining unit members may use up to twelve (12) weeks of unpaid leave annually to care for the birth and first-year care of a child; the adoption or foster placement of a child; the serious illness of a member's spouse, parent or child; and the member's own serious health condition that keeps the member from performing the essential functions of his/her job. "Annually" as used herein shall mean the twelve (12) month period immediately preceding the commencement date of the teacher's FMLA leave.

B. Family and Medical Leave will be granted subject to the law's terms, conditions, and regulations, including those specifically applicable to instructional personnel of local educational agencies (a copy of the above shall be supplied by the Administration at the time leave is requested).

C. A bargaining unit member desiring to use family or medical leave shall notify the Superintendent in writing at least 30 days prior to beginning the leave, if the need for the leave is foreseeable; otherwise, the written notice shall be given as soon as possible after the teacher learns of the need for the leave. The unit member's notice to the Superintendent that he or she will use family or medical leave must specify that "Family Leave" or "Medical Leave" will be the type of leave taken.

D. During the leave, for up to 12 weeks per year, the Board shall continue to pay the contribution it makes for a member on the active payroll to continue participation in life, dental, vision, prescription drugs, and health insurance.

E. Instead of taking family or medical leave, a bargaining unit member may opt to take other forms of leave under Article VI if eligible for the particular type of leave.

F. The returning teacher will be reinstated to his/her former position with no loss in seniority and will remain a bargaining unit member while on FMLA.

6.11 General Provisions for Extended Leaves

A. For the purposes of this Article the term "extended leave" shall mean a paid or unpaid leave of twenty (20) consecutive work days or more for an employee's illness, injury or disability.

B. Teachers returning from extended leave shall provide the district a medical excuse from the teacher's physician.

C. The Superintendent may, at his/her discretion, request the returning teacher to see another doctor of the Superintendent's choosing and at Board expense prior to the teacher's return to work.

D. Should there be a conflict between the teacher's and the Board's physicians concerning the teacher's readiness to return to work, a third opinion may be sought by either party. The third opinion will come from a physician mutually agreed upon by the teacher and the Board. The third opinion shall be binding on the parties. The expense of the third opinion shall be at B.A.C. or Board expense.

ARTICLE 7 – TEACHER RIGHTS AND RESPONSIBILITIES

7.01 Teacher Facilities/School Property/Supplies and Materials

A. Teacher Facilities

A faculty workroom will be provided at each school building. Teachers shall have access to the following equipment and supplies in each building and such will be maintained and kept in good repair.

1. Phone
2. Bulletin Board
3. Tables
4. Chairs
5. Pop Machine
6. Sink
7. Refrigerator
8. Computer and printer
9. Copier and/or Risograph
10. Microwave Oven

Supplies for the copying equipment will be accessible to the extent possible during the work day. The Board will institute a program of preventative maintenance for the copying equipment to reduce the down time of copying equipment. As part of this preventative maintenance program each teacher will receive instruction on the operation and general care of the copying equipment. Pop machine proceeds shall be placed in an appropriate activity fund account and may be spent in any legal manner approved by the Association and included in the activity fund plan approved by the Board. Consent of the Board must be obtained prior to placing anything within the school buildings or on school grounds, or altering Board-owned property in any fashion.

B. School Property

Teachers should try to protect any school property entrusted to them. Any damage to school property should be immediately reported to the principal.

Teachers should not be held financially responsible unless the damage is shown to be a direct result of their negligence.

C. Supplies, Materials, and Items

Teachers may request materials, supplies, and items for the classroom through their building principal using the district's standardized requisition form.

Each building principal will consult with his/her teachers to determine the priority of items to be purchased for the classroom. This consultation will be done on a departmental, grade level, or individual basis as determined by the building principal.

7.02 Normal Teaching Duties

A. The Board and Association acknowledge that a teacher's primary responsibility is to teach and that his/her energy should be, to the extent possible, utilized to this end.

B. Teacher Service on Committees and Development Projects

Teachers should serve on committees to which they may be appointed. These committees shall deal with textbook selection, curriculum development, and other matters relative to the instructional program.

The purpose of such committees is to enable the Administration to utilize the advice, opinions, and assistance of the professional staff in the selection and implementation of projects and studies relative to the above noted topics.

Upon completion of committee work, written recommendations and results of committee work shall be reported to the Superintendent and committee chairperson. If committee recommendations are disapproved, the person or persons responsible for disapproval shall provide, in writing, reasons for disapproval to the committee chairperson and at least two committee members who are classroom teachers.

Committee assignments, excluding any duties for which supplemental contracts are issued, that are scheduled beyond the school day for teachers shall first be staffed on a voluntary basis. If there is an insufficient number of volunteers, the principal shall assign teachers to perform extra duties as needed. Assignments will be distributed as equitably as possible throughout the school year. Teachers who serve more than one school shall be assigned extra duties equitably with those teachers who serve only one building.

C. Faculty Meetings

Teachers should attend all faculty meetings called by the principal or Superintendent unless excused by the person calling the meeting. Staff who are obligated by supplemental contracts or other after-school obligations will be given due regard when the purpose, day, hour, and length

of such meetings are determined. When necessary, these individuals may request to be excused.

D. Extracurricular Activities

Building principals may request assistance in supervision of extracurricular activities. However, if a sufficient number of teachers do not volunteer, the principal shall have the right of assignment, provided such teachers are notified of the assignment two weeks in advance, except when principals would not have knowledge of the activity two weeks in advance. These assignments will be rotated equally among the entire staff so that no teacher will be required to supervise more than two such activities per year.

E. Planning and Preparation

1. The daily planning period for all teachers shall follow state guidelines. The Board and the Association agree to teacher input at the building level pertaining to the assignment of teacher planning periods. The building administrator shall make the final determination in the schedule development.

2. Parent and/or Student Conferences

Students and/or parents will be guaranteed a conference with any teacher during the teacher's conference time, provided the teacher has been given adequate notice.

Parent and/or student conferences should be provided at any other reasonable time, but shall require special arrangement with the teacher. The date and time must be mutually acceptable.

3. Teacher Unassigned Time during Daily Schedule

It is recognized by both the Association and the Administration that proper use of conference/preparation time is essential to quality education. It is, therefore, recommended that teacher-conference-preparation time be used for:

a. The instructional program;

b. Conferring with parents, pupils, administration, supervisors, and other teachers;

c. Studying and maintaining records.

F. Class Load Maximums

Every reasonable effort will be made to ensure that no class in grades 1-6 will exceed State Department of Education standards.

G. Miscellaneous Duties

Teachers may be assigned such additional duties during the regular school hours as determined necessary by the principal in the following areas:

1. Study halls.

2. Corridor and/or campus supervision while students are in transit between classes or to and from buses at dismissal and arrival time.

3. To the extent possible, teachers will not be assigned to assembly supervision during their regularly scheduled planning time. Accordingly, special teachers (art, music, physical education, Title I, and special education) shall accompany and supervise students who are regularly assigned to them during the time of the assembly.

4. Cafeteria and playground supervision, excluding the 30 consecutive minutes of duty free lunch.

   NOTE: (In regard to Items 2 and 4)

   Hall, cafeteria and playground duty will be equitably rotated among building teaching staff. No assignment shall be increased beyond the equivalent of the present responsibilities, length, or frequency for any individual unless a reasonable, identifiable, and well-defined need can be shown.

   (In regard to Item 3)

   To the extent possible, teachers will not be assigned to assembly supervision during their scheduled planning time.

5. The Superintendent or the Superintendent's designee will provide to each traveling teacher (art, music, etc.) a written schedule of that teacher's normal seven and one-half hour day (travel time, teaching, planning, miscellaneous duties, and other assignments, if any).

6. No teacher shall be assigned duties which go beyond the contractual length of the day. Teachers whose duty schedules require them to work more than their normal 7 1/2-hour day shall have the right to request flexible scheduling to address time spent beyond their 7 1/2-hour day.

H. Inclusion

1. Qualified service providers will be assigned to meet the unique, individual needs of each child with a disability, as designated on his/her I.E.P./504. These service providers shall include, but are not limited to regular classroom teachers, special education teachers, and related services specialists.

Qualified shall mean a person holding an appropriate state certificate or license that applies to the area in which he/she is providing special education and/or related services.

2. The Board may hire additional trained personnel to perform any medical service which may be required by the student's I.E.P./504.

3. All I.E.P./504 – mandated supplemental aid and related services shall be provided to the teacher.

4. All known teachers who will be required to implement an I.E.P./504 shall be identified, informed, and allowed to attend the I.E.P./504 conference. Teachers who cannot attend the I.E.P./504 conference shall be informed about the child's I.E.P./504 by the special education teacher or district representative, and shall be provided with a copy of the final I.E.P./504.

5. All attempts will be made to insure that regular students under an I.E.P./504 mandate will be placed in grade level sections with the fewer students.

6. Regular classroom teachers assigned disabled students shall be provided release time for training to insure I.E.P./504 mandated goals and objectives are being addressed.

7. The district shall provide problem-solving procedures to resolve issues prompted by the placement of disabled students in the regular classrooms.

8. The district shall also assist regular classroom teachers in their efforts to implement the educational plans of students with disabilities who are assigned to their classes. Such assistance shall include an opportunity to annually confer with at least one or more members of the I.E.P./504 team that prepared the I.E.P./504 student's current educational plan. Release time will be provided for this review conference, if needed.

9. IS teachers will receive two (2) days per school year, to be used in full- or half-day increments, as planning for the writing of IEPs.

10. Preschool IS teachers will have no more than three (3) hours of required IEP meetings held during their scheduled planning day. Additional meetings held during their scheduled planning day will be compensated at the individual teacher's hourly rate.

11. The District will make efforts not to schedule more than two (2) Special Program Meetings per week during any teacher's planning period. In the event more than two (2) Special Program Meetings are scheduled during a teacher's planning period in one week, the teacher will be compensated at the individual teacher's hourly rate

for the time spent in the meeting up to the duration of the missed planning period; provided that this compensation shall not apply during periods of state-mandated testing or weeks with fewer than five (5) school days. For purposes of this paragraph, "Special Program Meetings" is defined as IEP, ETR, or 504 meetings.

I. Academic and behavioral progress of students

Teachers will make every effort to establish and maintain open lines of communication with students and parents concerning the academic progress and behavioral needs of each student. These efforts will include the following, depending on the needs of the student:

1. A review of student records and testing data.

2. Home visits/personal contact with the student's parents/guardians.

3. A parental contact record will be maintained by each teacher.

The Board shall assist the teachers in the above efforts by providing each teacher, as requested, the following:

a. Consultation on interpreting information on each student, and how to meet the needs of individual students (ex. Obtaining related services from social service agencies).

b. Training to modify curriculum and alternative methodologies for the needs of individual students.

c. Training in alternative classroom discipline techniques.

d. A telephone located in a private area to conduct home communications and parent conferences.

7.03 Teacher In-Service

A minimum of three (3) days of in-service training, one of which shall be on Central OEA Day, with the teacher given the option to work in her/his room, go to Central OEA, or attend another approved professional experience shall be included on the school calendar as a work day for teachers. Attendance on these in-service days shall be mandatory.

7.04 Health and Safety

The parties desire to deal with safety and health complaints, and to attempt to correct any health or safety violations, internally. Accordingly, neither the Association nor an employee may file a complaint alleging a health or safety violation with the Ohio Department of Industrial Relations pursuant to O.R.C. §4167.10 until the following process has been completely exhausted:

Wed, 01/29/2025 12:14:40 PM SERB

A. An employee or Association representative shall first bring an alleged health or safety violation to the attention of the affected employee's immediate supervisor or principal within two work days of the occurrence of the alleged violation.

B. If the immediate supervisor or principal does not resolve the alleged violation to the employee's satisfaction, the employee or Association must file a formal complaint with the Superintendent within two work days after the employee's conference with the immediate supervisor or principal. The Superintendent will prescribe a form for the written complaint, which will include space for the standard alleged to be violated, the specific facts on which the allegation is based, and the precise remedy sought. The Superintendent or his/her designee shall meet with the employee or Association representative in an attempt to resolve the alleged violation within two (2) work days after receiving the complaint. Within two (2) work days after the conference, the Superintendent shall provide his/her written response to the complaint.

ARTICLE 8 – EMPLOYMENT PROCEDURES

8.01 Performance Evaluation

A. Evaluation Policy: As mandated by Section 3319.111 of the Ohio Revised Code, the Board has adopted a standards based teacher evaluation policy which conforms to the framework for evaluation developed under Section 3319.112 of the Revised Code, in consultation with teachers. That policy is identified for information and will be provided electronically to teachers on a secure website, accessible only to teachers. This policy is specifically not incorporated herein or made a part of this Agreement.

B. Committee: The parties agree to establish a standing Evaluation Policy Consultation Committee for the purpose of reviewing and recommending changes to the policy, procedure and process, including the evaluation instrument, for the evaluation of teachers in the District.

1. Committee Composition

a. The committee shall be compromised of three (3) members appointed by the Association president and three (3) members appointed by the Superintendent.

b. The agenda for each committee meeting will be jointly determined by the Superintendent and the Association president.

2. Compensation

Any committee work performed outside the work day by teachers who are members of the committee will be paid at a rate of twenty-five dollars ($25.00) per hour.

3. Committee Responsibility

The committee shall be responsible for reviewing and making recommendations for modification of the policy, procedure and process, including the evaluation instrument, for the evaluation of teachers in the District.

Changes in evaluation policy that affect wages, terms and other conditions of employment shall be brought to both the Board and GEVEA members for ratification.

8.02 Personnel File

Personnel files of teachers are kept in the Superintendent's office. Material in these files includes employment data, work and attendance records, copies of contracts and teaching certificates, evaluations, communications, teaching assignments, etc. Immunization records of employees are kept in the school nurse's office. Teachers will be made aware of information being added to their file(s). If an employee disputes the accuracy, relevance, timeliness, or completeness of information on him/her maintained in said file, he/she may request that the Board investigate the current status of the information within a reasonable time of receiving the request. The Board must make a reasonable investigation to determine if the disputed information complies with the provision of law. Said employee shall have the right to add rebuttal or request a hearing with the Board on any material in his/her file that he/she deems incorrect or incomplete.

The Board further agrees that any employee will have full and complete access to any file being maintained on said employee.

Any material which is inaccurate, irrelevant, out of date, or incomplete shall be removed from the file(s).

When a teacher's personnel file has been viewed by a member of the public, the Superintendent or the Superintendent's designee shall within three days as defined in Section 17.03, notify the teacher of the name of the person viewing the file and the date and time of such viewing. If any materials are photocopied and provided to the individual viewing the personnel file, a copy will also be made for and given to the teacher.

The Board and the Association agree that public access to teachers' personnel files is governed by the Ohio Public Records law, Ohio Revised Code Section 149.43.

8.03 Contract Termination and Non-Renewal

A. Termination of Contract – The termination of a contract during the term of such contract shall be only for good and just cause as set forth in Section 3319.16, Ohio Revised Code. The parties mutually agree that the grievance procedure shall be the sole and exclusive remedy for termination of teacher contracts and that the procedure below shall expressly supersede and replace the statutory termination process set forth in ORC 3319.16 and 3319.161.

1. The Superintendent shall deliver or cause to be delivered a written notification of his/her intention to terminate the teacher's contract. The notice shall include the reasons for the intention; however, the level of detail provided in the written reasons shall not be the subject of a grievance.

2. The Superintendent shall meet with the teacher to discuss the reasons for the intention to terminate. Prior to the meeting, the teacher shall be informed of his/her right to representation.

3. In the event that the Superintendent terminates the teacher's contract, the Superintendent shall deliver or cause to be delivered to the teacher a written notification of his/her decision. The notice shall include the supported reasons for the decision.

B. Non-Renewal of Contract – The non-renewal of Limited Contracts for teachers hired on or after July 1, 2024, and the non-renewal of Limited Contracts for teachers hired prior to July 1, 2024 who have not completed their fourth regular Limited Contract in the district shall be done in accordance with Section 3319.11 of the Ohio Revised Code. The parties mutually agree that the grievance procedure shall not be used as a remedy for said non-renewal.

For teachers hired prior to July 1, 2024 who have completed their fourth regular Limited Contract in the district, non-renewal shall be done in accordance with the following procedures:

1. The Superintendent shall, on or before the first of June, deliver or cause to be delivered to the teacher a written notification that the intent of the Superintendent is to recommend to the Board that the teacher will not be re-employed at the expiration date of the Limited Contract. Reasons for the decision to non-renew need not be stated in the letter.

2. The reasons for a decision leading to a recommendation not to re-employ a non-tenured teacher shall be made available in writing to the affected teacher, at his/her option.

3. In the event that the teacher desires a hearing before the Board, the teacher shall deliver or cause to be delivered the original copy of the

request to the President of the Board and copies to the Treasurer of the Board and the Superintendent.

4. The Board shall honor a request for the specified hearing. A mutually agreed to date shall be scheduled within ten (10) days after the receipt of the request. Board shall notify the teacher in writing of the date, time and place.

5. The hearing shall be of a private nature and shall be conducted in executive session of the Board.

6. The teacher shall have the right to be accompanied at the hearing and to be represented by a person of his/her choosing. The Association President or designee may be present at this hearing.

7. If the Board overrules the recommendation of the Superintendent for renewal, written reasons must be given for non-renewal by the Board.

8. Reasons for the non-renewal shall include inefficiency, incompetence, immorality, willful and persistent violations of Board policy or other reasonable cause.

9. The procedures for non-renewal of teacher contracts for teachers who have completed their fourth regular Limited Contract in the district are those set forth in paragraphs 1-8 herein. The parties mutually agree that for those teachers these procedures supersede ORC 3319.11.

8.04 Employment of Retired Teachers

A. Any teacher who has retired under the State Teachers Retirement System and who is subsequently employed or re-employed in the district will receive years of teaching experience up to 10 years of the educational column which applies to him or her, as specified in the salary schedule contained in this Agreement. Re-employed teachers cannot advance beyond Step 10 at any time.

No teacher will be employed or re-employed under this Section at any time another teacher on the district's recall list has the appropriate certification/licensure to fill the position.

Any teacher employed or re-employed under this provision:

1. Shall be employed pursuant to a one-year contract, which shall automatically be non-renewed at the conclusion of that year without the need for compliance with Ohio Revised Code §3319.11, which is superseded by this section, or with the nonrenewal provisions of this agreement which are rendered inapplicable to teachers employed pursuant to this Section;

2. Shall not resume or be eligible for a Continuing Contract under any provision of Ohio law and/or this Agreement;

3. Shall not be eligible to participate in the district's health plan, including prescription drug, for teachers unless he/she becomes ineligible to participate in any health care including prescription drug plan offered by STRS;

4. Shall not be eligible to participate in the district's group life insurance and vision insurance plans;

5. Is not eligible to receive any severance pay upon leaving employment with the district;

6. Shall have no seniority in connection with any reduction in staff or for any other purpose;

7. Shall not be permitted to accumulate sick leave in excess of thirty (30) days;

8. Shall not be credited with any sick leave earned prior to his/her employment under this Section;

9. Shall only be considered for a vacant supplemental contract if a teacher not hired under this Section did not fill the vacancy;

10. Shall not be eligible to file a grievance regarding any matter addressed in this Section of the Agreement;

11. Shall be included in the teacher bargaining unit.

This Section of the Agreement and such salary and individual contract with a retired teacher hired under this Section expressly supersede Ohio Revised Code Section 3317.13 and all other applicable laws.

B. The following provisions of this Agreement shall not apply to retired teachers hired under this Section:

1. Section 6.01A (Sick leave-only as related to accumulation in excess of thirty (30) days)
2. Section 6.01C (Transfer of sick leave)
3. Section 6.01J (Sick Leave Bank)
4. Section 8.03 B (Non-Renewal)
5. Section 9.01A (Salary and Index, except as provided in this Section)
6. Section 9.03 (Insurance except as provided in this Section for retired teachers who are not eligible for insurance under STRS)
7. Section 9.04 (Severance Pay)
8. Section 9.10 (Proficiency Test Bonuses)
9. Section 9.11 (Tuition Reimbursement)
10. Section 12.01(3) (Reduction in Force-Seniority)

11. Section 13.01 (Contracts)
12. Section 13.02 (Multi-Year Contracts)
13. Section 13.05 (Contract Sequence)

8.05 School District Drug Testing

The Board of Education and Association both recognize that drug and alcohol dependency is a medically treatable condition. It is not the purpose of this Article to address conduct outside of the school day and school activities or the proper use of legal beverages or medication.

It is agreed that the determination of the existence of alcohol or drug dependency is a delicate issue and should withstand critical and independent evaluation. Further, while the Association and the Board of Education recognize the right to insist on an alcohol and drug free environment, the importance of maintaining and not infringing upon an individual's constitutional rights is also recognized.

The following concepts will formulate the drug policy and in accordance with Board Policy #4162:

A. Drug and alcohol dependency is a medically treatable condition.

B. There are legally and medically accepted uses of alcohol and certain drugs.

C. The constitutional and other legal rights and obligations of unit members and the Board of Education must be observed.

D. The Board of Education and the Association recognize that a drug free environment will depend on both parties encouraging alcohol or drug dependent unit members to undergo an appropriate rehabilitation program.

E. A drug free environment will involve a planned testing program that will include the following parameters:

1. Testing will not be done randomly. Instead, testing will be done only if the Board of Education or Administration determines that there is reasonable suspicion to believe that a person is drug or alcohol dependent and that such dependency is affecting the person's performance of his/her job responsibilities or that a person is under the influence of alcohol or illegal drugs during the school day or a school activity.

2. The unit member has the right to all information upon which the suspicion is based, unless information must be kept confidential for the protection of a student.

3. Drug testing will be done by a qualified, independent lab. The results of the testing shall be confidential and not be provided to anyone except the Building Administrator, Board/Superintendent and the unit

member and their representatives. The testing information may be used in connection with disciplinary action taken under this Article.

4. The initial drug testing protocol will conform to accepted drug testing standards. In the event the first test produces positive results, a second drug test conforming to accepted drug testing standards for second tests will be performed. If appropriate, the second test will be performed at a different lab. It may be appropriate to perform a screening test and then a confirmatory test.

5. Testing for alcohol dependency or to determine whether a person is under the influence of alcohol during the school day or a school activity shall conform to accepted alcohol testing standards.

6. The costs of testing requested by the Board of Education will be the responsibility of the Board of Education.

7. The unit member shall be provided with a copy of all test results obtained under this Article.

F. The progressive discipline procedure outlined below is exclusively for this Article and is not in any way to be utilized for any other disciplinary action for the unit member:

1. The building administrator may hold an informal meeting to discuss the possibility that a problem may exist.

2. Whenever a building administrator has reason to believe, based upon job performance, actions, physical condition, etc., that a unit member is in any way affected by alcohol or drugs, an immediate meeting shall be held with the building administrator and the unit member. An Association representative is to be present at this meeting. This representative shall be selected by agreement of the building administrator and Association President or Co-Presidents.

3. If testing is requested, the unit member must comply with the request. An Association representative may accompany the unit member, at his/her request, or if deemed necessary by site visitors.

4. If a unit member refuses to be tested, the building administrator may recommend to the Superintendent that the unit member may be reassigned work site and/or duties, and/or be suspended and/or be suspended without pay. The Association President or Co-Presidents shall be notified prior to the suspension.

5. The unit member must get an assessment as soon as practicable or face disciplinary action up to, and including, termination of employment.

6. When an assessment comes back negative, there will be a full reimbursement of pay for all suspension days.

7. If assessment indicates that a problem exists, the unit member must enroll in a treatment program as recommended by the unit member's doctor and approved by the Superintendent of the District. The Superintendent may make a request to the unit member's doctor and unit member that a more involved program be considered. The Superintendent may not request a program of less involvement than that recommended by the unit member's doctor.

8. Unit member failure to adhere to a prescribed rehabilitation or aftercare program or testing is grounds for disciplinary action up to, and including, termination of employment.

9. No unit member will have his/her job security or professional opportunities jeopardized solely on the basis of his/her diagnosis and treatment of alcohol or chemical abuse providing they adhere to the appropriate Assistance Program.

10. A unit member who "self-refers" shall not be penalized, but will be required to seek counsel through the unit member Assistance Program if available.

G. All records addressing a unit member's substance abuse condition/treatment shall be considered medical records and shall be maintained in accordance with applicable law as confidential records. This material may not be entered into the unit member's personnel file which is open to public viewing. However, the District will comply with the Ohio Public Records Law.

ARTICLE 9 – SALARY AND FRINGE BENEFITS

9.01 Salary and Index

A. The base salary shall be increased by 3.5% in year 1, 3.5% in year 2, and 3% in year 3 as follows: With the first pay for the 2024-2025 school year, the base salary for the regular teacher's salary schedule shall be $44,801 with the remaining increments calculated on the current index (Appendix A). With the first pay for the 2025-2026 school year, the base salary for the regular teacher's salary schedule shall be $46,369 with the remaining increments calculated on the current index (Appendix B). With the first pay for the 2026-2027 school year, the base salary for the regular teacher's salary schedule shall be $47,760 with the remaining increments calculated on the current index (Appendix C).

B. Salary Index:

YRS.	BACH	BA + 15	150 HR	MAST.	MA+15	MA +30
0	1.0000	1.0050	1.0110	1.0140	1.0514	1.0961
1	1.0050	1.0100	1.0300	1.0350	1.0961	1.1453
2	1.0070	1.0110	1.0500	1.0800	1.1408	1.1945
3	1.0090	1.0430	1.0827	1.1185	1.1856	1.2437
4	1.0379	1.0810	1.1229	1.1632	1.2303	1.2930
5	1.0900	1.1190	1.1632	1.2080	1.2751	1.3422
6	1.1100	1.1570	1.2035	1.2527	1.3198	1.3914
7	1.1453	1.1945	1.2437	1.2974	1.3645	1.4406
8	1.1811	1.2330	1.2840	1.3422	1.4093	1.4898
9	1.2169	1.2706	1.3243	1.3869	1.4541	1.5390
10	1.2527	1.3091	1.3645	1.4316	1.4987	1.5882
11	1.2885	1.3466	1.4048	1.4764	1.5435	1.6375
12	1.3243	1.3851	1.4451	1.5211	1.5882	1.6865
13	1.3601	1.4227	1.4853	1.5659	1.6330	1.7359
14	1.3869	1.4612	1.5256	1.6106	1.6777	1.7851
15	1.4227	1.4996	1.5659	1.6553	1.7224	1.8343
20				1.7001	1.7672	1.8835
25				1.7448	1.8119	1.9327
30				1.7895	1.8567	

C. 1. The MA+30 column was frozen effective 10/15/94 for then-current employees on the MA+30 column and those who were on the MA+15 column by 10/15/94.

Teachers above with MA+15 had until 6/30/97 to move to MA+30 column. No other employees were eligible for MA+30.

2. Effective at the beginning of the 2021-2022 school year, the MA+30 column is reopened for Steps 15 and 20 only. Effective as of the beginning of the 2024-2025 school year, the MA+30 column is reopened for Step 25.

D. At the discretion of the Superintendent, a first-year teacher may be placed on Step 1 or Step 2 instead of Step 0 in the applicable column of the salary schedule for his or her first-year contract; provided, however, that such teacher shall remain frozen on that Step until the teacher is eligible to advance to the next step based on his/her actual years of service.

E. At the discretion of the Superintendent, a newly hired teacher with previous teaching experience may be granted up to 15 years of teaching credit when placed on the salary schedule.

F. Compensation Committee.

1. The parties agree to establish a Compensation Committee for the purpose of reviewing and possibly recommending changes to the salary index.

2. The committee shall be comprised of three (3) members appointed by the Association and three (3) members appointed by the Superintendent.

3. Any committee work performed outside the workday by teachers who are members of the committee will be paid at a rate of $25.00 per hour.

4. The committee shall have the responsibility of reviewing and making recommendations, if any, for modification of the salary index and supplemental pay schedule. The committee will meet as needed beginning in January prior to the expiration of this Agreement.

5. Neither the compensation committee nor the Superintendent have the authority to implement possible recommendations, if any, for modification of the salary index.

6. All possible modification of the salary index are subject solely to negotiations as outlined in the parties' collective bargaining agreement.

9.02 Supplemental Pay Schedule and Bonus

The supplemental pay for each teacher performing a duty as listed below shall be computed by multiplying the base salary amount times the proper index number.

Athletic Extracurricular

Position	Index
Assistant Athletic Director	.17
Assistant Athletic Director shall be paid a one-time lump sum payment of Three Thousand Five Hundred Seventy-Two Dollars and Thirteen Cents ($3,572.13), less applicable withholdings and deductions, in addition to the index above.	
Athletic Trainer	.21
Baseball, Head	.09
Baseball, Asst. and JV	.07
Basketball, Boys Head	.17
Basketball, Boys Asst., JV and 9	.11
Basketball, Boys 7 and 8	.085
Basketball, Girls, Head	.17
Basketball, Girls, Asst., JV and 9	.11
Basketball, Girls 7 and 8	.085
Bowling, HS Boys Head	.055
Bowling, HS Girls Head	.055
Cheerleader Advisor – HS Football	.05
Cheerleader Advisor – HS Basketball	.05
Cheerleader Advisor, Asst.	.03

Cheerleader Advisor, Asst. (Freshmen)	.025
Cheerleader Advisor 7 and 8	.03
Cross Country, Head	.055
Cross Country, Asst.	.05
Football, Head	.17
Football, Asst., JV and 9	.11
Football, 7 and 8	.085
Golf, Boys Head	.055
Golf, Boys Asst.	.05
Golf, Girls Head	.055
Golf, Girls Asst.	.05
Soccer, Head	.10
Soccer, Asst.	.075
Softball, Head	.09
Softball, Asst. and JV	.07
Swimming, Head	.1
Swimming, Middle School	.045
Ticket Manager	.085
Track, Boys Head	.1
Track, Boys Asst.	.1
Track, Boys 7 and 8	.05
Track, Girls Head	.09
Track, Girls Asst.	.07
Track, Girls 7 and 8	.05
Volleyball, Head	.10
Volleyball, Asst.	.075
Volleyball, 7 and 8	.068
Weight Room Supervisor	
Summer (June – August)	.03
Fall (Sept. – Nov.)	.02
Winter (Dec. – Feb.)	.02
Spring (March – May)	.02
Full Year	.17
Wrestling, Head	.10
Wrestling, Asst. Coach	.075
Wrestling, 7 and 8	.045

Student Activities Extra-Curricular

Adult Education Coordinator	.024 per session
Annual Staff Advisor	.06
Art Advisor	.02
Band (Director and summer)	.18
Band (Director, Asst. and summer)	.09
Class Advisor, Senior Class	.04
Class Advisor, Junior Class	.04
Class Advisor, Sophomore Class	.03
Class Advisor, Freshman Class	.03
Dramatics (1 play and 1 musical)	.11

Dramatics Asst.	.055
Drug Free Clubs of America Advisor	.02
eSports Advisor	.03
Hi-Y, High School	.03
Hi-Y, Middle School	.02
Honor Guard	.065
Live Streaming	.06
Majorette Advisor	.025
Middle School Student Council Advisor	.02
Middle School Yearbook	.03
High School Student Council Advisor	.04
Robotics, High School	.02
Robotics, Middle School	.02
Tigerettes	.075*
Quick Recall Team Advisor	.05
Quick Recall Team Advisor 7 and 8	.025
Vocal Music, High School	.065
National Honor Society	.02
LPDC Member	.04
LPDC Chairperson	.045
LPDC Secretary	.045
Mentor Teacher	.03

Other Supplemental Duties

High School Department/Grade Leader	.055

Middle School Department Lead shall be paid a one-time lump sum payment of Five Hundred Dollars ($500.00), less applicable withholdings and deductions.

*to be paid in two installments consistent with Band Director

The supplemental pay for teachers participating in the MVLC program shall be as follows: $170 per student per year for year-long courses (36 lesson classes); $85 per student per semester for one-semester courses (18 lesson classes).

Teachers will receive no compensation for instruction of any student(s) in the MVLC program when no lessons have been completed during that semester.

MVLC supplemental teaching contracts shall be offered to teachers in the bargaining unit before being offered to other teachers. Assignment of teachers will be based on teacher certification and will be the responsibility of the MVLC Program Coordinator.

MVLC teachers shall be compensated in two (2) payments as follows: The payment for instruction of students during either semester shall be made on a regular payday within twenty days after the end of the semester.

Weight room supervisor positions will be paid in one (1) pay at the end of each session.

New positions will be considered through normal channels. Athletic Extra-Curricular will be requested through Athletic Director to Superintendent to Board. Student Activities Extracurricular will be requested through building principal to Superintendent to Board.

A one-time bonus in addition to the supplemental pay schedule will be paid in the final pay of the school year in the last year of the Agreement to those teachers who have continuously held the same supplemental salary position for the duration of the Agreement. Bonus will not apply to MVLC Program. The amount of such bonus will be an amount equal to 3-1/3% of the supplemental pay paid to the teacher for the continuous supplemental salary position during the duration of the Agreement, multiplied by the number of years the Agreement is in effect (e.g., 6-2/3% after a two-year Agreement).

9.03 Insurance

A. The Board may select the carrier to provide insurances; however, the benefits must be equal to or better than benefits in effect as of June 1, 2011. The Board shall also notify the Association and the District Health Plan Committee at least thirty (30) days prior to a carrier change.

B. Every teacher shall receive a written election form from the Plan Administrator during the open enrollment period. It is the teacher's responsibility to return it to the Plan Administrator before July 1.

C. All teachers shall be covered for a full twelve months or until a job termination date, except where limited by the negotiated agreement. Part-time teachers shall have insurance paid by the Board in the same ratio as their work day compares to a full teaching day (e.g., a half-time teacher would have half the premium paid by the Board). Those part-time teachers who have been continuously employed by the Board prior to July 1, 2000 will continue to receive full insurance benefits.

D. Health Insurance, Including Prescription Drug Coverage

1. The Board shall provide health insurance benefits for all full-time teachers. Teachers will contribute health insurance benefits by payroll deduction each payday (24 per year). Effective July 1, 2021, teachers will contribute 13.5% of the total annual premium cost for single or family coverage. Effective July 1, 2022, teachers will contribute 15% of the total annual premium cost for single or family coverage. The specific amount of said contributions will be determined annually by dividing the annual premium cost for single and family coverage by the number of paydays for teachers between July 1 and June 30 of the following year.

A teacher on leave without pay (except for employees on Medical/Family Leave) who wishes this insurance coverage continued would pay the full premium and the Board would pay nothing until the teacher returned to work. Teachers who work under

contract for at least the final four months of the school year and are re-employed for the following school year will have hospitalization insurance premiums continued to be paid at the same ratio during the summer months (or until a job termination date) by the Board.

2. The District's health and prescription plan is provided by Medical Mutual, under group number 465506001. See Appendix D for more information regarding the District's health and prescription plans.

   The District's health plan will be revised effective January 1, 2010 as needed to comply with the Mental Health Parity Act.

3. The Ohio State Teachers Retirement System shall be recognized as having jurisdiction on all determinations of disability.

4. The coordination of benefits with COBRA will not be affected by the waiting period as defined in the Summary Plan Description.

5. Teachers may elect to have health insurance contributions they make to participate in the District's health plan deducted from pre-tax dollars pursuant to IRS Section 125.

   Teachers are required to sign the District's Section 125 plan document and submit it to the District's Section 125 administrator annually, on or before July 1st of each year or within 30 days of initial hire or qualifying life event (QLE), in order to have contributions deducted from pre-tax dollars for the applicable school year.

   Any teacher wishing to withdraw from the District's health plan must notify the Treasurer of his/her election to do so in writing. Rules and regulations of Section 125 of the Internal Revenue Code and the plan administrator shall apply.

6. The Board will pay an Opt-Out incentive to those teachers who elect not to participate in the Board offered health insurance plan as follows:

   Any teacher who elects not to participate in the Board offered health insurance plan and stays out of the District's Health Plan for 12 months (July 1 – June 30) will receive an annual cash payment. The cash payment will be $3,000.00 if the teacher is eligible to participate in a family plan and $1,500.00 if the teacher is eligible to participate only in a single plan. If a teacher who has elected not to participate in the Board offered health insurance plan resigns or is terminated effective prior to the end of the school year, the cash payment to which the teacher is entitled will be 8.33 percent of the applicable dollar amount for each full month the teacher has been employed since the preceding July 1.

A teacher electing not to participate in the health insurance plan will not pay the teacher's portion of the health insurance premiums. The deduction for health insurance premiums will commence again when the teacher elects to come back to the District's Health Insurance Plan either during the District's open enrollment period or upon a qualifying life event (QLE) as defined under applicable federal law.

The annual cash payment will be made along with the teacher's second pay in July, commencing with the year following the election to opt out.

If two spouses are both employees of the Board eligible to participate in the Board offered health insurance plan, and one of the spouses does not elect coverage because he/she is covered on their spouse's family health insurance plan for 12 months (July 1 – June 30), the spouse who opts out of coverage will receive an annual cash payment of $1,000.

The election to opt out must be made in writing annually on or before the first day of July, or at such other time as a qualifying event may occur that would permit a change in health insurance coverage to be requested and will remain in effect through the next June 30. If a teacher who has opted out experiences a qualifying event which would permit a change in health insurance coverage, he or she may enroll in the Board offered health insurance plan, subject to the time and procedural requirements of the plan for such enrollment and if such enrollment occurs, the teacher will not receive any cash payment.

Procedures for applying for and receiving the cash payment will be determined by the Board, based on applicable law and the requirements of the Board's health insurance. These procedures may be changed, as the Board, in its discretion, determines may be necessary. Written notice of any changes will be given to the Association.

7. In order to better understand the District's Health Plan benefits, to periodically explore the marketplace for improved benefits and/or reduced costs, and to review any proposed rate increases or benefit changes during the term of this Agreement, the parties have agreed to establish a District Health Plan Committee. Each shall appoint three employees to serve on this committee in addition to the Superintendent and the Association President who serve as ex officio members. The parties agree that while each has the right to remove and replace its appointees to this committee, both recognize the value of maintaining continuity of membership and will not alter the composition of the committee without first discussing the need to do so with the other. Notice of each party's committee assignments shall be provided by the Board to the Association President and by

the Association to the Treasurer on the earlier of September 15 of each year and within ten (10) calendar days of any change to committee assignments after the initial notice. Each party shall have the ability to bring consultants. The party bringing a consultant shall inform the other party ten (10) days before the meeting in which the consultant is to attend.

The Health Plan Committee will conduct its first meeting of each year during the month of October at a time and place mutually agreed by the Treasurer and Association President. At the first meeting, the committee members will determine the schedule for additional meetings as needed, but not less than four (total) per school year. The Committee will determine for itself how to maintain records of its meetings and deliberations. The Committee may analyze and monitor general claims data (but not data containing personal health information) and may recommend to the Board and Association any changes in current benefits.

8. Reopener. The District shall have the right to reopen negotiations upon written notice to the Union during the life of this Agreement for the sole purpose of negotiating health care benefits and employee contributions toward the cost of such benefits. Such reopener shall only take place in the event that the health care benefit premium costs increase during the life of this Agreement in excess of ten percent (10%) above the costs of such benefits in the previous year of the Agreement.

E. Dental Insurance

1. The Board shall pay for 100% of the premiums for group dental insurance, either family or single. Such plan shall be the dental plan which is described as follows:

2. After a deductible amount, the plan will pay a percentage of the reasonable and customary fees charged by the dentist. The two features provide for a sharing of cost by the dental plan and the insured person. The deductible and co-insurance percentage that applies to each category of expense is illustrated as follows:

3. Base Plan Benefits

Covered Expense	Individual Deductible (Per Calendar Year)	Family Deductible (Per Calendar Year)	Co-insurance Amount
Class I	None	None	100%
Class II	$25	$50	80%
Class III	$25	$50	50%
Class IV	None	None	50%

4. To encourage early detection of dental disease and to allow all participants a benefit from the plan each year, the deductible is waived and 100% of the reasonable and customary charges will be paid for all Class I services.

5. Calendar Year Maximum (for all Class I, II, III Expenses) $1,000 per person. Orthodontic Lifetime Maximum (for all Class IV Expenses) is $1,000 per person.

Summary of Coverage

Class I – Preventive and Diagnostic
Routine oral exams (once every 6 months)
Teeth cleaning (once every 6 months)
Fluoride treatments (once every 12 months)
Emergency pain treatments
Space maintainers
Diagnostic x-rays
Tests and lab exams
Sealants

Class II – Basic Restorative
Fillings (amalgams, silicate, acrylic)
Root canal therapy
Treatment of gum disease
Repair of bridgework and dentures
Extractions and oral surgery
General anesthesia (only if medically necessary)
Removal of impacted teeth
Rebasing and relining of present dentures

Class III – Major Restorative
Inlays, onlays, gold fillings, or crown restorations
Initial installation of fixed bridgework
Installation of partial or full, removable dentures
Replacement of existing bridgework or dentures

Class IV – Orthodontia
Full banded orthodontic treatment
Appliances for tooth guidance
Appliances to control harmful habits
Retention appliances – not in connection with full banded treatment

F. Life Insurance

The Board will provide term life insurance for each teacher in the bargaining unit in the amount of $45,000.

G. Vision Insurance

The Board shall pay 100% of the premiums of the existing optical insurance plan for teachers and their families.

9.04 Severance Pay

Severance pay shall be granted in an amount to be determined by multiplying the daily rate of the teacher's pay at retirement by 26% of the total number of accumulated unused sick leave days, not to exceed sixty-four (64) days beginning in the 2024-2025 school year.

Severance pay will be paid by the District to The Greenfield Exempted Village School District Accumulated Leave Plan (the "Plan"). Plan participants shall be 100% vested in such amounts contributed on their behalf. Distributions from the Plan to the employee shall be made in accordance with the Plan requirements.

Teachers can receive only one retirement from this district.

9.05 Travel Allowance

A. 1. Teachers, upon authorization of the Superintendent, may be granted permission to use their personal automobiles in transporting students and/or equipment to and from school recognized functions. Athletic functions are excluded from this provision.

2. Teachers, required to drive to serve more than one building, shall be paid mileage.

3. Payment – Mileage will be paid at the IRS rate per mile. Round trip mileage must be indicated when applicable.

4. Request – A written signed request from the teacher must be submitted to the building principal at least three (3) days in advance. The request will be forwarded to the Superintendent for his approval or disapproval. The request must be made in duplicate. One copy will be returned to the sender. In case of emergency, the Superintendent may grant permission. A form will be provided.

9.06 Teachers Acting as Substitutes

Teachers may be assigned substitute teaching duties in addition to their regular teaching duties, provided that regularly authorized substitutes shall be used before in-house substitutes; principals shall make a good faith effort to equitably distribute in-house substitute assignments among those indicating desire to serve; and principals have authority to assign in-house substitutes in case of an emergency at stipulated rate of pay.

Teachers who are assigned in-house substitute duties in addition to their regular teaching duties shall be compensated, in addition to their regular pay, an amount

equal to the current daily substitute pay rate for greater than ½ day up to a full day of service, or ½ of the current daily substitute pay rate for ½ day of services or less. Compensation for in-house substituting applies only to regular academic or vocational periods, not noon or recess duty.

9.07 STRS Pick-Up Utilizing the Salary Reduction Method

The Board herewith agrees with the Association to pick up, utilizing the salary reduction method, contributions to State Teachers Retirement System paid upon behalf of the teachers in the bargaining unit under the following terms and conditions and at no cost to the Board.

A. The amount to be "picked-up" on behalf of each employee shall be the teacher's required contribution. The teacher's annual compensation shall be reduced by an amount equal to the amount "picked-up" by the Board for the purpose of state and federal tax only.

B. Shall be uniformly applied to all members of the bargaining unit and shall be mandatory.

C. The pick-up shall become effective July 1, 1984, and shall apply to all compensation including supplemental earnings thereafter.

D. Payment for all paid leaves, sick leave, personal leave, severance and supplementals including employment and workers' compensation shall be based on the teacher's daily gross pay prior to reduction as basis (e.g., gross pay divided by the number of days in a teacher's contract).

Each teacher will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

9.08 Liability Insurance

The Board shall pay for liability insurance to cover school employees on school assignment for transport of students involved in school activities.

9.09 I.E.P./I.A.T./504 Conferences

A. Teachers who attend IEP, IAT, and/or 504 conferences beyond the regular work day shall receive their hourly rate of pay.

B. Members of the BLT who are not Department Leaders shall receive a one-time bonus in the final pay of each school year in the gross amount of $200, less applicable withholdings and deductions.

9.10 Tuition Reimbursement

The District will reimburse teachers for graduate level courses successfully completed during the term of the Agreement under the following conditions:

A. Each course must be taken from an accredited college or university and must be approved, in advance, by the District's LPDC.

B. Transcripts or other documentation of satisfactory completion and paid tuition receipts or other evidence of payment must be provided to the Treasurer's office.

C. Reimbursement shall be paid in the final paycheck in the school year it is requested.

D. The maximum reimbursement will be nine semester hours or equivalent per teacher.

E. The maximum reimbursement shall be $225 per semester hour or equivalent per teacher for graduate level courses successfully completed on or after the effective date of this Agreement.

9.11 Tuition Free Attendance for Children of Employees

A. Children of teachers in the district shall be permitted to enroll in the Greenfield Exempted Village School District on a tuition-free basis, regardless of their residence.

B. A teacher who is under contract for the upcoming school year must give written notice to the Superintendent by August 1 of each year as to the teacher's desire to have his or her children attend the district's schools. In such written notice, the teacher must supply the names and grade levels of the children who will be attending the district's schools and supply all information required by law for children being admitted to a school district, including the transfer of records from the district previously attended.

9.12 Attendance Bonus

A teacher who has perfect attendance (no sick or personal leave) shall receive a one-time payment in his/her final paycheck as follows:

- Quarter 1 - $100.00
- Quarter 2 - $100.00
- Quarter 3 - $100.00
- Quarter 4 - $150.00
- Any teacher with zero absences for the entire year will receive an additional one-time payment of $150.00.

Bonus payments are gross amounts, subject to applicable withholdings, and shall be cumulative (i.e., a teacher shall receive the bonus for each of the quarters in which he/she has perfect attendance). Bonus amount shall be pro-rated for a part-time teacher.

Teachers may utilize one personal day per school year to attend a school-sponsored field trip without loss of attendance bonus.

Wed, 01/29/2025 12:14:40 PM SERB

ARTICLE 10 – PAYROLL

10.01 Payroll Stipulations

Beginning with the 2020-2021 contract year, payroll will be twenty-four (24) semi-monthly pays, on the fifteenth and thirtieth day of each month (the last day of the month in February), beginning on August 30 of each school year.

Extra deductions in any month will be made as follows:

First Check	**Second Check**	
TSA	TSA	
Dues/People Checkoff	Dues/People Checkoff	
Medical Insurance Premiums	Medical Insurance Premiums	
Supplemental Health Insurance Premiums	Supplemental Health Insurance Premiums	
Credit Union	Credit Union	
Chapter 13 Bankruptcy	Chapter 13 Bankruptcy	
Child Support	Child Support	
IRS Tax Liens	IRS Tax Liens	

Sick leave credit shall be given in the first check and deducted in either the first or second check.
*Effective 8/1/2011, TSA deductions will be taken in the first and second check of each month to the extent permitted by the annuity companies.

**Effective 8/1/2011, Dues and FCPE contributions shall be deducted from the first and second check of each month pursuant to Section 10.02, below.

Check stub information shall include, but not be limited to, the following:

Gross	**Federal**	**Retire**	**Hosp.**	**Misc.**
	W/H		1st Dues	State 3
			2nd Cancer	City 2
			Both Credit Union	TSA 1 1st Check
				Wash. Nat'l. 2nd Check

Extra deductions are made as applicable to individuals.

10.02 Payroll Deductions

A. Teachers who choose to join the GEVEA/OEA/NEA shall be granted payroll deductions for the payment of professional dues and FCPE contributions. Teachers shall be given the option of payroll deductions of professional dues in either twenty (20) or twenty-four (24) payroll installments.

B. Teachers who elect to have dues and contributions deducted over twenty-four (24) payroll installments must provide written notice of such election to the Treasurer no later than August 1 of the school year in which the teacher makes such election. The election shall continue from year to year pursuant to Section 10.02 C (see below).

C. The authorization for the deduction of association dues and FCPE contributions, including any election for deduction over twenty-four (24) installments, may be continuous from year to year, provided a list of current continuing members and authorization forms for new members is received by the Treasurer of the Board each school year not later than August 1 for teachers' election deductions over twenty-four installments and October 30 for teachers electing deductions over twenty installments. Once made, authorization for the deduction for Association dues and FCPE contributions shall continue in amounts to be certified to the Treasurer from time to time, until the employee notifies the Treasurer and the Association in writing that the employee no longer wants payroll deduction for the Association dues and/or FCPE contributions.

D. FCPE contributions will be deducted over twenty (20) payroll installments unless the teacher timely elects to have contributions deducted over twenty-four (24) installments as provided in Section 10.02 B (see above).

10.03 Direct Deposit

Direct deposit of pay will be mandatory for all teachers.

ARTICLE 11 – TRANSFERS AND VACANCIES

11.01 TRANSFERS

The assignment and transfer of teachers shall be the responsibility of the Superintendent. Each teacher will be assigned to a specific area and may be transferred to any position for which he/she is qualified. Transfers may be made on the request of the Superintendent, an administrator, supervisor, or teacher, and for any purpose that, in the judgment of the Superintendent, is for the welfare of the teacher or the schools.

A. Employer Initiated Transfer

No Employer initiated transfer shall be made until a conference between the principal and the teacher being transferred has been held.

B. Employee Initiated Transfer

1. Transfers may be requested by a teacher when the teacher has valid reasons. Possible reasons may be more adequate training for another assignment, better qualification to teach at a different grade

level or in a different position, or ability to work at a higher level of effectiveness in another situation.

2. All requests for transfers shall be made in writing and forwarded to the principal in the building of the desired position for consideration with a copy to the Superintendent. A request for a transfer does not guarantee that such a transfer will be made. Each request must be considered in terms of the necessity of balance of staff and the use of teachers to maximum efficiency within individual schools and the district as a whole.

3. Written requests for transfer shall be kept on file for a period of one year from date of request.

4. Any request for a transfer, should be filed with Principal as soon as practicable.

11.02 VACANCY

The filling of vacancies and new positions shall be the responsibility of the Superintendent.

A. Vacancy Notice

1. The Superintendent shall have posted a list of position vacancies (teaching and extracurricular) within five (5) days of its occurrence. Positions which become vacant after August 1 but before the start of the school year may be filled without posting notice pursuant to this section. The Board will not transfer teachers after August 1 except for death, resignation, retirement, illness, dual certification, or enrollment fluctuations.

2. These lists shall be posted in each of the buildings in the principal's office and the teachers' work rooms if the vacancy occurs during the school year. Announced vacancies during the summer period will be posted in the Superintendent's office and employees who have expressed interest in such a vacancy in writing will be contacted. The Association president shall be sent a copy of the vacancy at the time of posting.

3. A description of the positions and reference to salary shall be included on the vacancy listing/notice

B. Vacancy Process

1. Teachers desiring to apply for one or more of the vacancies and/or new positions may file a written request with the principal in the building of the vacant position and the Superintendent. Such request shall be necessary even if the teacher has filed a request for transfer pursuant to Section 1 of this Article.

2. No position shall be filled until the vacancy listing has been posted a minimum of five (5) calendar days except for vacancies which occur after August 1.

11.03 Transfer and Vacancy Conference

Upon written and/or email request by the teacher, the Superintendent will meet with the teacher who did not receive the requested vacancy and/or new position and/or their request for transfer.

11.04 Determination of Transfer and Vacancy

In transfers and filling vacancies, consideration shall be given to the following:

A. Contribution which teacher could make to pupils in the position.

B. Appraisal and recommendations made by the principals.

C. Qualifications of teachers compared to those of outside candidates both for the position which will be vacated and the position to be filled.

D. Opportunity for professional growth.

E. Desire of teacher regarding assignment or transfer.

F. Length of service in the district.

ARTICLE 12 – REDUCTION IN FORCE

12.01 When the Board determines it necessary to reduce teaching positions under ORC 3319.17 or for financial reasons, the following procedures will apply:

A. To the extent possible, the number of teachers affected by a reduction-in-force will be minimized by not employing replacements for employees who retire, resign, or whose Limited Contracts are not renewed for reasons other than reduction in force. Attrition alone may not be sufficient to accomplish necessary reductions.

B. Reductions needed beyond those available by attrition will be made by suspending contracts. The Board motion to suspend contracts due to reduction in number of teaching positions shall so state the reason for such reduction. Those contracts to be suspended will be chosen as follows:

1. Annually by October 1, all teachers will be placed on a seniority list for each teaching field for which they are properly certificated. Teachers serving under Continuing Contracts will be placed at the top of the list, in descending order of seniority. Teachers serving under Limited Contracts will be placed on the list under Continuing

Wed, 01/29/2025 12:14:40 PM SERB

Contract teachers, also in descending order of seniority. Each teacher shall have until October 15 to notify the Treasurer, in writing, of any inaccuracies which affect his or her seniority. The Board shall investigate any inaccuracies and make corrections as appropriate. Any protest not raised on or before October 15 shall be deemed waived and the list shall be considered as final until the next annual seniority list is created.

2. Reductions in any area of certification will be made by choosing the teacher with the lowest evaluation rating for that area of certification according to the requirements of the OTES model, giving preference to those teachers employed under Continuing Contract. For purposes of this section, "Lowest Evaluation Rating" shall mean the teacher whose overall effectiveness rating on his/her most recent evaluation is in the lowest category as follows from lowest to highest:

    Ineffective
    Developing
    Skilled
    Accomplished

3. In the event that a teacher's most recent performance evaluation rating is lower than the rating on such teacher's performance evaluations during the two previous school years, the Superintendent may, in his or her sole and absolute discretion, place the teacher in a higher evaluation category in order to reflect that teacher's overall level of performance during that period of time. When considering performance evaluations under the District's evaluation system in place prior to the 2013-2014 school year, which do not include an overall performance rating, the Superintendent has the sole and absolute authority to determine the overall performance effectiveness rating applicable to each evaluation.

4. Pursuant to Board policy, during the 2013-2014 and 2014-2015 school years only, the Student Growth Measures sub-score component of a teacher's evaluation shall not be considered in determining a teacher's overall effectiveness rating if such sub-score lowers the teacher's overall effectiveness rating.

5. In the event that a program is entirely eliminated resulting in a reduction in force, a teacher affected may elect to displace a teacher with a lower evaluation rating in any area he/she is certified, provided the teacher has taught in the second area of certification for at least 120 days in the three calendar years immediately preceding the reduction or has taken an academic refresher course in the other area of certification in the three calendar years immediately preceding the reduction, or promises to complete an academic refresher course in the second area of certification within one

Wed, 01/29/2025 12:14:40 PM SERB

calendar year of displacing another teacher. If the evaluations are equal, paragraph 6 applies.

6. Seniority will be defined as the length of continuous service in the district. Seniority will not be broken or interrupted by authorized leaves of absence. Seniority shall not be used to determine order of layoff except in such cases where evaluation ratings are comparable.

   If two or more teachers have the same length of continuous service, seniority will be determined by:

   a. The date of the Board meeting at which the teacher was hired, and then by

   b. The date the teacher signed the teacher's initial contract in the district;

   c. If any ties remain after a. and b., they will be broken by a coin flip.

C. The names of teachers whose contracts are suspended in reduction in force will be placed on a recall list for a period of time which shall include two (2) complete school years from the date of reduction, subject to the provisions of this Article. Teachers on the recall list have the following rights:

1. No new teachers will be employed by the Board while there are teachers on the recall list who are certificated for the vacancy and have either (1) taught for at least one hundred twenty (120) days in the area of certification in which the vacancy exists during the three years preceding the reduction, or (2) taken an academic refresher course in the area of certification during the period the teacher was on the recall list, or (3) promises to complete an academic refresher course within one calendar year from the notice of recall.

2. Teachers on the recall list will be recalled in reverse order of layoff for vacancies in areas for which they are certificated, provided they meet the educational requirements listed in Section C (1) of this Article.

3. If a vacancy occurs, the Board will send a certified announcement to the last known address of all teachers on the recall list who are qualified according to these provisions. It is the teacher's responsibility to keep the Board informed of the teacher's current address. All teachers are required to respond in writing to the district office within ten (10) calendar days. The most senior of those responding will be given the vacant position. Any teacher who fails to respond within ten (10) calendar days, or who declines to accept the position, will forfeit all recall rights.

4. A teacher on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulation of sick leave, and salary schedule placement as the teacher enjoyed at the time of the layoff.

   Where group insurance policies permit, a teacher on the recall list may continue to participate in those benefits which are provided to teachers in active employment provided the teacher pays the group rates for such benefits.

   A teacher may elect to remain on RIF status rather than accepting a part-time, or lower paying position with the district.

ARTICLE 13 – TEACHER CONTRACTS

13.01 Individual Contract Specifications

A. Contract Notification Procedure and Contents

All regular teaching contracts issued by the district shall be in the mail to affected teachers no later than July 1 of any year. All contracts for teaching personnel shall include the following:

Name – Address
Name of the school district
Type of contract (limited – continuing
Number of years to be in effect
Annual compensation
Degree – semester hours
Number of days in contractual year
Tentative assignment

Basic Board policies are to be made available for each teacher. This basic policy is to include rules and regulations governing the professional staff. There will be provision for signature and date of the teacher being contracted. Contracts shall be in duplicate. Original signed copy to be returned to the office of the Superintendent.

13.02 Multi-Year Contracts

A teacher whose regular teaching contract will not expire due to multi-year or tenure provisions shall receive, by July of any year, a contract specification sheet containing the following provisions:

Name – Address
Name of the school district
Year contract expires, or continuing
Annual compensation

Degree – semester hours
Number of days in contractual year
Tentative assignment

Basic Board policies are to be made available for each teacher. This basic policy is to include rules and regulations governing the professional staff.

13.03 Resignation

Any teacher receiving notification/contract as prescribed herein later than July 1 shall have the right to resign without consent between July 11 and the beginning of the following school year.

13.04 Contract Rights

The Board will uphold all contractual rights given to its employees by current law.

13.05 Contract Sequence

A. A teacher who has taught in the school district for three or more years and who has received a performance rating other than "Ineffective" on his/her most recent evaluation may be issued a multi-year Limited Contract. Any recommendations for multi-year contracts will be made by the Superintendent based upon formal evaluations.

B. Limited contracts will be granted in accordance with O.R.C. 3319.11.

C. Continuing Contracts will be granted in accordance with O.R.C. 3319.11.

ARTICLE 14 – SCHOOL CALENDAR, SCHOOL YEAR AND SCHOOL DAY

14.01 The length of each school year shall not exceed 185 days which shall include a minimum of each of the following non-student contact days: three (3) workdays, two (2) conference days, and two (2) Board provided in-service days and one (1) work/in-service day to be scheduled on Central OEA Day. Any local in-service training conducted by the District on Central OEA Day shall be optional for all staff members. Building administration may, at their discretion, hold a building-wide meeting at the outset of one (1) of the three (3) workdays, provided the meeting is no longer than one (1) hour in duration.

14.02 Length of Day

All teachers may be assigned appropriate starting and dismissal times, provided that their total work day will be no longer than 7 1/2 consecutive hours, including the duty-free lunch period of at least thirty (30) minutes.

14.03 Calamity Days

No teacher will be required to work any day that schools are closed due to calamity, as defined by Ohio law, provided, however, that teachers will be required to work on any calamity make-up hours required by the state without additional pay.

14.04 Reduced School Days

On or near the last academic day of the first three grading periods, students will attend school on a two hour delay schedule. Teachers shall work a regular schedule and are expected to spend the non-student contact time calculating/entering grades, completing District-mandated online training, and updating District records.

ARTICLE 15 – PUBLIC COMPLAINT PROCEDURE

15.01 Action concerning a complaint by a member of the community other than a student shall be governed by the following procedure:

A. The complaint shall be referred to the building principal or other appropriate supervisor.

B. If requested, a meeting involving the complainant, teacher, and appropriate supervisor shall be arranged by said supervisor at a mutually convenient time to discuss the complaint.

C. If the complaint is still unresolved, it may be submitted to the Superintendent.

D. If the above actions do not lead to resolution of the complaint, it may be submitted, in writing, to the Board. A copy of this complaint shall be given to each teacher involved.

15.02 Public Complaint Procedure

In Steps 2, 3, and 4 above, any teacher(s) named in the complaint shall have the right to be involved in all conferences held. All persons involved in conferences may be accompanied by a representative or consultant of his/her choosing. Conferences regarding such complaints shall be private, with attendance restricted to parties named in this procedure.

ARTICLE 16 – PRINTING OF THE CONTRACT

16.01 The Negotiated Agreement between the Association and the Board shall be distributed **electronically** to all teachers within three months after it has been fully executed by the Board. Four paper copies will be provided to the President of the Association.

Wed, 01/29/2025 12:14:40 PM SERB

ARTICLE 17 – GENERAL PROVISIONS

17.01 This Agreement supersedes and cancels all previous Agreements, verbal or written, or based on alleged past practices, between the Board and the Association and constitutes the entire Agreement between the parties.

17.02 This Agreement supersedes and prevails over all statutes of the State of Ohio (except as specifically set forth in Section ORC 4117.10(A)). However, should any Court of competent jurisdiction determine, after all appeals or times for appeal have been exhausted, that any provision herein is unlawful, such provision shall be automatically terminated but all other provisions of the Agreement shall remain in full force and effect.

If, during the term of this Agreement, any provision is determined to be unlawful, the parties will meet to negotiate any necessary change in the agreement relative to the affected provision within fifteen (15) days following such finding. The Dispute Resolution Procedures set forth in Section 3.08 will be used if the parties fail to reach agreement within 60 days after such finding.

17.03 Unless expressly defined to the contrary, “days” as used in this Agreement shall be defined as calendar days, excluding Saturdays, Sundays, calamity days, and holidays on the school calendar.

17.04 The Board agrees that all provisions of this contract and Board policies shall be applied uniformly to all members of the bargaining unit.

17.05 All references to individuals in this Agreement designate both sexes, and whenever either the male or female gender is used, it shall be construed to apply equally to individuals of the opposite gender.

ARTICLE 18 – BETTER WAY COMMITTEE

The Board and the Association have established a “Better Way” Committee to improve communications and to solve problems that arise during the term of the Agreement.

The Committee will consist of the Superintendent, the President of the Association, three administrators selected by the Superintendent, and three teachers selected by the President of the Association. Reasonable efforts will be made to select administrators and teachers from different buildings and grade levels.

All members of the Committee will be trained in problem solving procedures and techniques.

The Committee will not hear grievances or engage in negotiations.

Wed, 01/29/2025 12:14:40 PM SERB

The Committee will meet once per quarter from September through May at times scheduled by mutual agreement, and at such other times as a majority of members of the Committee agree.

Committee meetings will be held after school and will not extend for more than two hours except by agreement of those members present.

One week before each meeting of the Committee, the Superintendent and the President of the Association will exchange agendas of no more than three items which each of them wishes to discuss at the meeting. Discussion will be limited to those items identified unless the Superintendent and the President of the Association agree to add additional items. Committee members are encouraged to discuss items of concern with the appropriate building principal prior to bringing the item before the Committee.

The Committee will request the Federal Mediation and Conciliation Service to train members of the Committee and to otherwise facilitate Committee meetings as the Committee determines necessary.

ARTICLE 19 – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

19.01 The purpose of the LPDC is to oversee and review professional development plans of teachers for course work, continuing education units, or other equivalent activities. It will establish a procedure by which a teacher may appeal the decision of the LPDC concerning his/her professional development plan.

19.02 The committee will be a district-wide committee.

19.03 The committee will consist of seven (7) employees of the district. Four committee members will be teachers appointed by the Association. Three will be appointed by the Superintendent. At least two (2) of the Superintendent's appointees will be building administrators.

19.04 The committee members will serve two (2) year staggered terms except that two (2) teachers appointed by the Association and two (2) members appointed by the Superintendent in 1997 shall serve initial terms of three (3) years.

19.05 In appointing members to the committee, the Association and the Superintendent will seek to balance the committee in terms of grade level (K-05, 6-8, 9-12), building assignment, academic training and experience.

19.06 Committee members may be reappointed for successive terms, without limitation.

19.07 The committee shall meet as required in order to fulfill its responsibilities.

19.08 The committee will attempt to operate by consensus.

19.09 Teachers who serve as members of the LPDC will be paid in accordance with the Supplemental Pay Schedule in Section 9.02. Such pay shall be prorated based on actual service as a committee member for any teacher who serves as a member of the LPDC for less than a full school year.

19.10 Effective July 1, 2024, a teacher who is taking classes/courses to move across the salary schedule training columns (e.g., Master's Degree, MA+15, etc.) is authorized do so from any accredited college and university (in-person or online); except those institutions that are on the list of institutions that are not approved for course credit.

All classes (hours) taken must also be in the teacher's area of license, to support the teacher's professional practice, or taken to gain a license in another area that can be used in the field of education.

A list of higher education institutions that are not approved for course credit for placement on the salary schedule, including the effective date of the exclusion, shall be maintained by the Association President, LPDC Members, and the Treasurer's office. A comprehensive list of non-approved institutions will be available in the LPDC folder housed on the District server.

The LPDC shall review higher education institutions upon request of the Superintendent/designee. In order to protect the integrity of the certificated/licensed profession within the District, the Committee shall develop and use a rubric to review each higher education institution brought before it to determine if the institution is to be added to the list of institutions excluded for course credit for placement on the salary schedule. If a majority of the members of the committee agree that the institution does not meet the rubric-established metrics, notice will be provided to the bargaining unit members by electronic mail that credit from that institution will no longer be accepted for placement on the salary schedule, along with the effective date. If the Committee consideration results in a tie, the assessment of the particular institution will go to the District's Director of Instruction for determination.

Teachers currently in courses (i.e., course start date is prior to decision of the LPDC) at an institution placed on the non-approved list will be grandfathered for salary schedule placement for any previous coursework. Teachers enrolled in a Master's degree program at the institution at the time of the committee decision will also be grandfathered for salary schedule placement. The committee decision or Director of Instruction's decision is final and binding and not subject to appeal.

Prior to commencing negotiations for the 2027 Agreement, the Board's and Association's representatives shall meet with the LPDC to discuss the operation of the committee as well as any suggested modification to the process and procedure(s).

Wed, 01/29/2025 12:14:40 PM SERB

ARTICLE 20 – DURATION

20.01 This Agreement shall become effective as of July 1, 2024 and shall continue in full force and effect through June 30, 2027.

In Witness Whereof, the parties have caused this contract to be executed on this 13th day of December, 2024.

GREENFIELD EXEMPTED VILLAGE BOARD OF EDUCATION

By: _____
President

By: _____
Treasurer

By: _____
Superintendent

GREENFIELD EXEMPTED VILLAGE EDUCATION ASSOCIATION

By: _____
President

By: _____

APPENDIX A

Greenfield Exempted Village School District Teacher Pay Scale
2024-2025

44,801.00 3.50%

Step	Index	BA	Index	BA+15	Index	BA 150	Index	MA	Index	M+15	Index	M+30
0	1.0000	$ 44,801	1.0050	$ 45,025	1.0110	$ 45,294	1.0140	$ 45,428	1.0514	$ 47,104	1.0961	
1	1.0050	$ 45,025	1.0100	$ 45,249	1.0300	$ 46,145	1.0350	$ 46,369	1.0961	$ 49,106	1.1453	
2	1.0070	$ 45,115	1.0110	$ 45,294	1.0500	$ 47,041	1.0800	$ 48,385	1.1408	$ 51,109	1.1945	
3	1.0090	$ 45,204	1.0430	$ 46,727	1.0827	$ 48,506	1.1185	$ 50,110	1.1856	$ 53,116	1.2437	
4	1.0379	$ 46,499	1.0810	$ 48,430	1.1229	$ 50,307	1.1632	$ 52,113	1.2303	$ 55,119	1.2930	
5	1.0900	$ 48,833	1.1190	$ 50,132	1.1632	$ 52,113	1.2080	$ 54,120	1.2751	$ 57,126	1.3422	
6	1.1100	$ 49,729	1.1570	$ 51,835	1.2035	$ 53,918	1.2527	$ 56,122	1.3198	$ 59,128	1.3914	
7	1.1453	$ 51,311	1.1945	$ 53,515	1.2437	$ 55,719	1.2974	$ 58,125	1.3645	$ 61,131	1.4406	
8	1.1811	$ 52,914	1.2330	$ 55,240	1.2840	$ 57,524	1.3422	$ 60,132	1.4093	$ 63,138	1.4898	
9	1.2169	$ 54,518	1.2706	$ 56,924	1.3243	$ 59,330	1.3869	$ 62,135	1.4541	$ 65,145	1.5390	
10	1.2527	$ 56,122	1.3091	$ 58,649	1.3645	$ 61,131	1.4316	$ 64,137	1.4987	$ 67,143	1.5882	
11	1.2885	$ 57,726	1.3466	$ 60,329	1.4048	$ 62,936	1.4764	$ 66,144	1.5435	$ 69,150	1.6375	
12	1.3243	$ 59,330	1.3851	$ 62,054	1.4451	$ 64,742	1.5211	$ 68,147	1.5882	$ 71,153	1.6865	
13	1.3601	$ 60,934	1.4227	$ 63,738	1.4853	$ 66,543	1.5659	$ 70,154	1.6330	$ 73,160	1.7359	
14	1.3869	$ 62,135	1.4612	$ 65,463	1.5256	$ 68,348	1.6106	$ 72,156	1.6777	$ 75,163	1.7851	
15	1.4227	$ 63,738	1.4996	$ 67,184	1.5659	$ 70,154	1.6553	$ 74,159	1.7224	$ 77,165	1.8343	$ 82,178
20							1.7001	$ 76,166	1.7672	$ 79,172	1.8835	$ 84,383
25							1.7448	$ 78,169	1.8119	$ 81,175	1.9327	$ 86,587
30							1.7895	$ 80,171	1.8567	$ 83,182		

APPENDIX B

Greenfield Exempted Village School District Teacher Pay Scale
2025-2026

46,369.00 3.50%

Step	Index	BA	Index	BA+15	Index	BA 150	Index	MA	Index	M+15	Index	M+30
0	1.0000	$ 46,369	1.0050	$ 46,601	1.0110	$ 46,879	1.0140	$ 47,018	1.0514	$ 48,752	1.0961	
1	1.0050	$ 46,601	1.0100	$ 46,833	1.0300	$ 47,760	1.0350	$ 47,992	1.0961	$ 50,825	1.1453	
2	1.0070	$ 46,694	1.0110	$ 46,879	1.0500	$ 48,687	1.0800	$ 50,079	1.1408	$ 52,898	1.1945	
3	1.0090	$ 46,786	1.0430	$ 48,363	1.0827	$ 50,204	1.1185	$ 51,864	1.1856	$ 54,975	1.2437	
4	1.0379	$ 48,126	1.0810	$ 50,125	1.1229	$ 52,068	1.1632	$ 53,936	1.2303	$ 57,048	1.2930	
5	1.0900	$ 50,542	1.1190	$ 51,887	1.1632	$ 53,936	1.2080	$ 56,014	1.2751	$ 59,125	1.3422	
6	1.1100	$ 51,470	1.1570	$ 53,649	1.2035	$ 55,805	1.2527	$ 58,086	1.3198	$ 61,198	1.3914	
7	1.1453	$ 53,106	1.1945	$ 55,388	1.2437	$ 57,669	1.2974	$ 60,159	1.3645	$ 63,271	1.4406	
8	1.1811	$ 54,766	1.2330	$ 57,173	1.2840	$ 59,538	1.3422	$ 62,236	1.4093	$ 65,348	1.4898	
9	1.2169	$ 56,426	1.2706	$ 58,916	1.3243	$ 61,406	1.3869	$ 64,309	1.4541	$ 67,425	1.5390	
10	1.2527	$ 58,086	1.3091	$ 60,702	1.3645	$ 63,271	1.4316	$ 66,382	1.4987	$ 69,493	1.5882	
11	1.2885	$ 59,746	1.3466	$ 62,440	1.4048	$ 65,139	1.4764	$ 68,459	1.5435	$ 71,571	1.6375	
12	1.3243	$ 61,406	1.3851	$ 64,226	1.4451	$ 67,008	1.5211	$ 70,532	1.5882	$ 73,643	1.6865	
13	1.3601	$ 63,066	1.4227	$ 65,969	1.4853	$ 68,872	1.5659	$ 72,609	1.6330	$ 75,721	1.7359	
14	1.3869	$ 64,309	1.4612	$ 67,754	1.5256	$ 70,741	1.6106	$ 74,682	1.6777	$ 77,793	1.7851	
15	1.4227	$ 65,969	1.4996	$ 69,535	1.5659	$ 72,609	1.6553	$ 76,755	1.7224	$ 79,866	1.8343	$ 85,055
20							1.7001	$ 78,832	1.7672	$ 81,943	1.8835	$ 87,336
25							1.7448	$ 80,905	1.8119	$ 84,016	1.9327	$ 89,617
30							1.7895	$ 82,977	1.8567	$ 86,093		

APPENDIX C

Greenfield Exempted Village School District Teacher Pay Scale
2026-2027

47,760.00 3.00%

Step	Index	BA	Index	BA+15	Index	BA 150	Index	MA	Index	M+15	Index	M+30
0	1.0000	$ 47,760	1.0050	$ 47,999	1.0110	$ 48,285	1.0140	$ 48,429	1.0514	$ 50,215	1.0961	
1	1.0050	$ 47,999	1.0100	$ 48,238	1.0300	$ 49,193	1.0350	$ 49,432	1.0961	$ 52,350	1.1453	
2	1.0070	$ 48,094	1.0110	$ 48,285	1.0500	$ 50,148	1.0800	$ 51,581	1.1408	$ 54,485	1.1945	
3	1.0090	$ 48,190	1.0430	$ 49,814	1.0827	$ 51,710	1.1185	$ 53,420	1.1856	$ 56,624	1.2437	
4	1.0379	$ 49,570	1.0810	$ 51,629	1.1229	$ 53,630	1.1632	$ 55,554	1.2303	$ 58,759	1.2930	
5	1.0900	$ 52,058	1.1190	$ 53,443	1.1632	$ 55,554	1.2080	$ 57,694	1.2751	$ 60,899	1.3422	
6	1.1100	$ 53,014	1.1570	$ 55,258	1.2035	$ 57,479	1.2527	$ 59,829	1.3198	$ 63,034	1.3914	
7	1.1453	$ 54,700	1.1945	$ 57,049	1.2437	$ 59,399	1.2974	$ 61,964	1.3645	$ 65,169	1.4406	
8	1.1811	$ 56,409	1.2330	$ 58,888	1.2840	$ 61,324	1.3422	$ 64,103	1.4093	$ 67,308	1.4898	
9	1.2169	$ 58,119	1.2706	$ 60,684	1.3243	$ 63,249	1.3869	$ 66,238	1.4541	$ 69,448	1.5390	
10	1.2527	$ 59,829	1.3091	$ 62,523	1.3645	$ 65,169	1.4316	$ 68,373	1.4987	$ 71,578	1.5882	
11	1.2885	$ 61,539	1.3466	$ 64,314	1.4048	$ 67,093	1.4764	$ 70,513	1.5435	$ 73,718	1.6375	
12	1.3243	$ 63,249	1.3851	$ 66,152	1.4451	$ 69,018	1.5211	$ 72,648	1.5882	$ 75,852	1.6865	
13	1.3601	$ 64,958	1.4227	$ 67,948	1.4853	$ 70,938	1.5659	$ 74,787	1.6330	$ 77,992	1.7359	
14	1.3869	$ 66,238	1.4612	$ 69,787	1.5256	$ 72,863	1.6106	$ 76,922	1.6777	$ 80,127	1.7851	
15	1.4227	$ 67,948	1.4996	$ 71,621	1.5659	$ 74,787	1.6553	$ 79,057	1.7224	$ 82,262	1.8343	$ 87,606
20							1.7001	$ 81,197	1.7672	$ 84,401	1.8835	$ 89,956
25							1.7448	$ 83,332	1.8119	$ 86,536	1.9327	$ 92,306
30							1.7895	$ 85,467	1.8567	$ 88,676		

Wed, 01/29/2025 12:14:40 PM SERB

APPENDIX D

In lieu of attaching copies of a summary of benefits of the District's health and prescription plan as an Exhibit to this Agreement, a description of those benefits may be obtained from the Treasurer's office upon request.

Wed, 01/29/2025 12:14:40 PM SERB

The signatures appearing on Page 51 are applicable to the following Memorandum of Understanding.

APPENDIX E

IMPROVING COMMUNICATIONS

The Greenfield Exempted Village Board of Education, hereinafter "Board", and the Greenfield Exempted Village Education Association, hereinafter "Association", have during the course of negotiations discussed and reached agreement on efforts to improve communications between the parties. The agreements and understandings of the parties with respect to improving communications are as follows:

1. The Board shall place on the agenda of its regularly scheduled meetings a permanent spot for the Association to briefly address the Board, if the Association so chooses.

2. The Association President may pick up a board meeting agenda and board packet at the Superintendent's office any time after those materials are given to the members of the Board.

3. The Association President may pick up a copy of the approved Board minutes two working days after they have been approved.

4. The Association shall place on its agenda for its regularly scheduled Executive Committee meetings a permanent spot for the Superintendent or designee to briefly address the Association, if the Superintendent so chooses.

The parties agree that the agreements set forth in this memorandum shall not be the subject of any grievance, unfair labor practice charge or similar procedure or process.

Wed, 01/29/2025 12:14:40 PM SERB

APPENDIX F

GRIEVANCE REPORT FORM

Grievance # _____

Name of Grievant(s): _____

A. Date of Occurrence: _____

B. Statement of Grievance: _____

_____

_____

C. Article and Section alleged to be violated: _____

_____

D. Relief Sought: _____

_____

_____

_____ _____

Signature of Grievant or Date

_____ _____

Signature of Association Grievance Committee Date

STEP ONE
(Immediate Supervisor)

Principal _____

Date Filed _____

Disposition of Supervisor: _____

_____

_____

_____ _____ _____

Signature of Supervisor Title Date

Wed, 01/29/2025 12:14:40 PM SERB

STEP TWO
(Superintendent)

Superintendent _____

Date Filed _____

Disposition of Superintendent: _____
_____
_____

_____ _____
Signature of Superintendent Date

STEP THREE
(Request for Arbitration)

The Greenfield Exempted Village Education Association requests arbitration of this grievance.

_____ _____
Association Representative Date

Association request for arbitration received by the Superintendent's office on _____, 20___.

_____
Superintendent/Designee